

Annual Report

FISCAL YEAR 2019

Board of Selectmen

David J. Andrade, Chairperson
Nelson Almeida, Vice Chairperson
David F. Viera, Clerk
Christopher Zorra
Justin Sullivan

Town Administrator

Shawn E. Cadime



Town of Seekonk

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Seekonk, MA 02771

www.seekonk-ma.gov

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Credits and Acknowledgements

Thank you to all department heads and chairpersons of all boards, committees, and commissions for their reports. Reports by elected officials and appointed members are published as submitted. Printing by Minuteman Press.

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*“What you do
today can
improve all your
tomorrows.”*

- Ralph Marston

A Message from the Town Administrator

Dear Residents,

I am very pleased to deliver what will now be my sixth Annual Report to the Town of Seekonk. I continued to be honored to serve the Town and its residents in the capacity of Town Administrator and I am thankful to the Board of Selectmen for continuing to entrust me with this role. I am very fortunate to be working in a community that is made up of so many residents committed to the preservation and growth of their town. Without the contributions of volunteers, many of Seekonk's successes would not be possible.



Shawn E. Cadime
Seekonk Town Administrator

I am pleased to report that by working together the Town's financial position remains strong with a positive outlook. Based on our strong financial position and strong management, we continue to build and improve upon our departmental policies and procedure in order to ensure that adequate services are being provided to all of our residents and businesses in the most effective and efficient manner. As a result of our strong financial position and strong management, our administrative team is able to focus our attention on the long-term planning for the Town's sustainable growth and changing environment in order to ensure its continued success.

I would be remiss if I did not take an opportunity to thank my executive team and all Town employees for their hard work and dedication to the Town. The Town of Seekonk is truly blessed to have some of the most knowledgeable and dedicated employees in the Commonwealth!

Sincerely,

A handwritten signature in blue ink, which appears to read "Shawn E. Cadime".

Shawn E. Cadime

Board of Selectmen Report

Dear Friends and Neighbors,

Our highest goal as members of the Board of Selectmen is to maintain and enhance the quality of life for all

Seekonk's residents. Over the past year, the Board of Selectmen has been involved in many different issues and as always, we have been challenged with making important decisions for the benefit of the Town. We take our decision-making responsibilities seriously and pledge to maintain the open lines of communication on all issues that come before us. We strive to do our best for the Town of Seekonk, its residents, employees and volunteers and we hope that our actions are satisfactory to all those affected by them. As elected officials, we are public servants, responsible for making decisions which are implemented by Seekonk's highly professional departments and staff. We would also like to extend our deepest appreciation to all those town employees for their continued dedication and commitment to the Town of Seekonk.



We are happy to report that Seekonk continues to thrive and offers an excellent quality of life for residents and businesses. Due to the efforts of many, including volunteer boards and commissions, community leaders, and most importantly, our residents, Seekonk is known as being a great place to live.

Seekonk is also a great place to do business, as evident by the continued growth of Route 6 and Route 44 corridors and our other businesses in town. We have been and will continue to work towards successfully attracting new businesses as well as to retain and expand on our existing businesses. We are thrilled that new businesses are choosing to invest in Seekonk and that our existing businesses are prospering and it is with enormous pride that I can say that Great things are happening in Seekonk!

We truly have it all; a unique suburban financially sound town with an excellent school system, friendly neighborhoods, proven community safety and our beautiful fields and parks that have

Board of Selectmen

David J. Andrade
Chairperson

Nelson Almeida
Vice Chairperson

David F. Viera
Clerk

Chris Zorra
Member

Justin Sullivan
Member

Board of Selectmen Report Continued

been established to ensure that generations of residents will be able to enjoy the same quality of life as we have.

We are proud that Seekonk has remained a community of neighbors, and even though the Town has grown, it has retained its “small town” friendliness, charm and spirit.

Sincerely,

David J. Andrade

Chairperson – Board of Selectmen

“In accordance with the provisions of Chapter 41, Section 61 of the Massachusetts General Laws, I hereby submit my annual report of the financial transactions of the Town for the Fiscal Year ending June 30, 2019.”

Bruce N. Alexander
Director of Finance

Financial Statements

<u>Taxes</u>	Revenue	
Personal Property Taxes	\$2,886,808	
Real Estate Taxes	\$38,538,404	
Excise Taxes	\$2,888,226	
Penalties and Interest	\$143,118	
In Lieu of Taxes	\$3,412	
Hotel/Motel Taxes	\$768,977	
Meals Tax	\$588,354	
Other Taxes	\$286,146	<u>\$46,103,445</u>
<u>Departmental Revenues</u>	\$313,247	\$313,247
<u>Licenses and Permits</u>	\$630,205	\$630,205
<u>Revenue from Federal</u>	\$134,303	\$134,303
<u>Revenues from State</u>	\$6,934,596	\$6,934,596
<u>Revenues from Other Governments</u>	\$4,697	\$4,697
<u>Special Assessments</u>	\$2,890	\$2,890
<u>Fines and Forfeitures</u>	\$54,265	\$54,265
<u>Miscellaneous Revenues</u>		
Miscellaneous Revenues	\$60,589	
Earnings on Investments	\$78,940	<u>\$139,529</u>
<u>Total General Fund Revenues</u>		<u>\$54,317,177</u>
Other Financing Sources	\$ -	\$ -
<u>Total General Fund Revenue</u>		
<u>And Other Financing Sources</u>		<u>\$54,317,177</u>
<u>Interfund Operating Transfers</u>		
Transfers from Special Revenue Funds	\$805,406	
Transfer from Trust Funds	\$ -	
Transfers from Enterprise Funds	\$48,737	<u>\$854,143</u>
<u>Total General Fund Revenue, Other Financing Sources,</u>		
<u>and Interfund Operating Transfers</u>		<u>\$55,171,320</u>

Financial Statements Continued

	Expense	
<u>General Government</u>		
Legislative Personnel	\$6,066	
Legislative Expenditures	\$10,408	
Executive Personnel	\$296,636	
Executive Expenditures	\$57,117	
Finance Personnel	\$141,076	
Finance Expenditures	\$97,883	
Collector Personnel	\$123,534	
Collector Expenditures	\$(108)	
Treasurer Personnel	\$179,636	
Treasurer Expenditures	\$54,903	
Legal Expenditures	\$158,257	
Building Maintenance Personnel	\$67,151	
Building Maintenance Expenditures	\$410,715	
Assessor Personnel	\$243,130	
Assessor Expenditures	\$34,722	
Operations Support Personnel	\$ -	
Operations Support Expenditures	\$362,179	
License and Registration Personnel	\$138,294	
License and Registration Expenditures	\$23,288	
Land Use Personnel	\$141,653	
Land Use Expenditures	\$4,806	
Conservation Personnel	\$50,196	
Conservation Expenditures	\$16,550	<u>\$2,618,092</u>
<u>Public Safety</u>		
Police Personnel	\$3,544,738	
Police Expenditures	\$407,123	
Fire Personnel	\$3,035,303	
Fire Expenditures	\$305,908	
Inspection Personnel	\$190,152	
Inspection Expenditures	\$4,666	
Other Personnel	\$912,416	
Other Expenditures	\$642,240	<u>\$9,042,546</u>

Financial Statements Continued

	Expense	
<u>Education</u>		
Education Personnel	\$19,741,515	
Education Expenditures	\$7,678,965	
Education Capital Outlay	\$400,000	<u>\$27,820,480</u>
<u>Public Works</u>		
Ice and Snow Personnel	\$35,406	
Ice and Snow Expenditures	\$154,010	
Highway and Streets Personnel	\$744,311	
Highway and Streets Expenditures	\$304,039	
Highway and Streets Capital Outlay	\$126,500	
Street Lighting Expenditures	\$73,231	<u>\$1,437,497</u>
<u>Human Services</u>		
Health Services Personnel	\$146,753	
Health Services Expenditures	\$11,355	
Clinical Services Expenditures	\$1,518	
Special Programs Personnel	\$171,012	
Special Programs Expenditures	\$16,211	
Veterans Services Personnel	\$50,062	
Veterans Services Expenditures	\$167,588	<u>\$564,499</u>
<u>Culture and Recreation</u>		
Library Personnel	\$701,057	
Library Expenditures	\$244,899	
Recreation Personnel	\$28,493	
Recreation Expenditures	\$50,597	
Recreation Capital Outlay	\$ -	
Celebrations	\$3,162	<u>\$1,028,208</u>
<u>Debt Service</u>		
Retirement of Debt Principal	\$1,090,912	
Interest on Long Term Debt	\$189,835	
Interest on Short Term Debt	\$2,000	<u>\$1,282,747</u>

Financial Statements Continued

Unclassified

Workers' Compensation Insurance	\$189,385	
Unemployment	\$20,606	
Health Insurance	\$6,331,935	
Other Insurance	\$362,015	
Intergovernmental Assessments	\$605,837	
Retirement	\$2,649,292	
Other Employee Benefits	\$444,479	
Court Judgements	\$ -	<u>\$10,603,549</u>
Transfers to Other Funds	\$1,400,000	\$1,400,000

Total General Fund Expenditures**And Other Financing Uses**\$55,797,618

Financial Statements Continued

	Revenue/ Transfers In	Expenditure/ Transfers Out
Federal Public Safety Grants	\$ -	\$ -
Federal Education Grants	\$ -	\$ -
Federal Public Works Grants	\$320,000	\$297,531
State General Government Grants	\$8,100	\$14,157
State Public Safety Grants	\$69,651	\$25,907
State Public Works Grants	\$470,547	\$240,513
State Education Grants	\$1,229,629	\$1,176,326
State Library Grants	\$25,064	\$29,674
State Culture & Recreation Grants	\$5,700	\$4,945
State Council on Aging Grants	\$102,247	\$100,775
Other State Grants	\$ -	\$ -
School Lunch	\$593,350	\$564,831
Community Preservation Fund	\$473,554	\$7,302
MWPAT Fund	\$61,677	\$21,353
Gifts and Donations	\$171,867	\$214,747
Other Special Revenue Fund	\$ -	\$4,240
Ambulance Fund	\$1,005,849	\$905,265
Other Reserved Funds	\$119,841	\$67,324
Education Revolving Funds	\$598,716	\$527,038
Athletic Revolving Funds	\$67,470	\$53,121
Parks and Recreation Revolving Funds	\$77,212	\$59,423
Chapter 44.53E1/2 Revolving Funds	\$198,275	\$136,754
Other Revolving Funds	<u>\$49,850</u>	<u>\$11,323</u>
Total Other Special Revenue	<u>\$5,648,599</u>	<u>\$ 4,462,549</u>

Financial Statements Continued

Capital Project Funds Revenue

	Revenue	Expenditure	Balance
School Capital Projects	\$1,870,900	\$338,169	\$1,532,731
Municipal Buildings Capital Projects	\$1,710,878	\$286,102	\$1,480,988
Landfill Capital Projects	\$ -	\$3,557	\$922
Other Capital Projects	<u>\$1,516,174</u>	<u>\$324,567</u>	<u>\$1,621,240</u>
Total Capital Projects	<u>\$5,097,952</u>	<u>\$952,395</u>	<u>\$4,635,881</u>

Enterprise Funds

Sanitation Enterprise Fund	\$1,347,886	\$1,275,043	\$355,301
Total Enterprise Funds	<u>\$1,347,886</u>	<u>\$1,275,043</u>	<u>\$355,301</u>

Trust Funds

Non-Expendable Trust Funds	\$5,600	\$ -	\$314,653
Pension Reserve Trust Fund	\$376	\$ -	\$26,347
Stabilization Fund	\$960,544	\$869,206	\$6,175,468
Health Claims Trust Fund	\$ -	\$ -	\$ -
Conservation Trust Fund	\$228	\$ -	\$16,016
OPEB Trust Fund	\$621,511	\$ -	\$2,894,232
Other Trust Funds	<u>\$20,751</u>	<u>\$95</u>	<u>\$143,415</u>
Total Trust Funds	<u>\$1,609,010</u>	<u>\$869,301</u>	<u>\$9,570,131</u>

Financial Statements Continued

Agency Funds

	Additions	Deductions	Balance
Police Outside Detail	\$1,254,202	\$1,236,548	\$87,328
Fire Off Duty Detail	\$140,480	\$140,480	\$845
Licenses Due State	\$ -	\$ -	\$(1,193)
Guarantee Bid Deposits	\$128,160	\$113,723	\$279,315
Unclaimed Items	\$7,553	\$6,170	\$1,383
Other Liabilities	<u>\$153,433</u>	<u>\$156,202</u>	<u>\$36,142</u>
Total Agency Funds	<u>\$1,683,828</u>	<u>\$1,653,123</u>	<u>\$403,820</u>

Debt Outstanding, Issued, and Retired

	Outstanding July 1, 2018	Issued this Fiscal Year	Retired this Fiscal Year	Outstanding June 30, 2019
Buildings				
School – All Other				
Other Inside Limit				

Financial Statements Continued

DEBT OUTSTANDING, ISSUED, AND RETIRED

	Outstanding July 1, 2017	Issued this Fiscal Year	Retired this Fiscal Year	Outstanding June 30, 2018
Buildings	\$ 6,739,192	\$ -	\$ 594,192	\$ 6,145,000
School-All Other	\$ 2,175,000	\$ -	\$ 360,000	\$ 1,815,000
Other Inside Limit	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
Subtotal Inside Debt Limit	\$ 8,914,192	\$ -	\$ 954,192	\$ 7,960,000
School Buildings	\$ 216,000	\$ -	\$ 123,000	\$ 93,000
Solid Waste	\$ 1,053,638		\$ 101,448	\$ 952,190
Other Outside Limit	<u>\$ 88,909</u>		<u>\$ 20,912</u>	<u>\$ 67,997</u>
Subtotal Outside Debt Limit	\$ 1,358,547	\$ -	\$ 245,360	\$ 1,113,187
Bond Anticipation Notes	\$ -	\$ 1,500,000	\$ -	\$ 1,500,000
TOTAL LONG AND SHORT TERM DEBT	<u>\$ 10,272,739</u>	<u>\$ 1,500,000</u>	<u>\$ 1,199,552</u>	<u>\$ 10,573,187</u>
Bonds Authorized and Unissued June 30, 2018		\$ 2,466,174		

Board of Assessors

In accordance with Massachusetts General Law Chapter 40 Section 56, the Board of Assessors continue the town-wide measuring and listing of residential, commercial, industrial properties and personal property. The Board of Assessors commenced the on-going cyclical re-inspection program. In FY'19, the Division of Local Services conducted an audit as part of a 5-year program, ensuring the quality and methodology of our process.

Board of Assessors

Paul Buckley
Chairperson

Janet Parker
Assessor

Joyce Solomon
Assessor

Theodora Gabriel
Town Assessor

The Board of Assessors is required to keep values of property within strict limits of value according to sales in a statistical report submitted to the Department of Revenue (Division of Local Assessments).

All property data, GIS, town maps, information regarding property inspections and state forms are available on the town's website (www.seekonk-ma.gov). Also, a public access computer is available in the Assessor's Office. Information about the Assessor Board's meeting minutes, agendas, and reports can be found on their page under Boards and Committees.

From July 1, 2018 thru June 30, 2019, the Board of Assessors, committed taxes to the Town Collector for the following number of bills:

	FY19	FY18
Motor Vehicle Excise	20,463	20,376
Real Estate Tax Bills	6,618	6,504
Personal Property Tax Bills	477	533
Septic Betterments	21	28
Boat Excise	51	60
Farm Animal	17	21

Board of Assessors

The Board of Assessors asks for the continued support of the Seekonk taxpayers in helping us develop values for the upcoming FY'20 Revaluation.

Respectfully submitted,

SEEKONK BOARD OF ASSESSORS

"In accordance with the provisions of Chapter 41, Section 35 of the Massachusetts General Laws, I hereby submit my annual report of all cash balances and collections as Town Treasurer/ Collector for the period ending June 30, 2019."

Christine N. Defontes
Treasurer/Collector

Tracy Jamison
Assistant
Treasurer/Collector

Bruce N. Alexander
Director of Finance

Town Treasurer/Collector Report

Fiscal Year 2019 - Schedule of Bank Balances

BANK	June 30, 2019 Balance
Century Bank-Lockbox	\$933,385.71
Century Bank-Money Market	\$2,870,471.34
Bay Coast-Depository Fund	\$116,780.28
Bay Coast-Money Market	\$2,554,224.47
Bay Coast-High School	\$126,279.83
Bay Coast-School Lunch	\$396,662.44
Bay Coast-Middle School	\$82,359.56
Bay Coast-Aitken School	\$301.58
Bay Coast-Police Honor Guard	\$649.64
Bay Coast-Taxation Aid Fund	\$6,570.71
Bay Coast-Senior Center Bond Proceeds	\$8,962.26
MMDT Capitol	\$614,129.87
MMDT LF & A/M School	\$927.93
Webster General Fund	\$964,915.26
Webster Trust Muni Cap Stabilization	\$1,580,727.71
Webster Septic Fund	\$812.27
Bristol County Savings-General Fund	\$966,854.12
Bristol County Savings-Depository	\$2,338,041.53
Bristol County 53G-Costa Dev-P	\$11,131.58
Bristol County 53G-Madison Est-P	\$0.07
Bristol County 53G-Najas Realty Orchard-P	\$3,050.64
Bristol County 53G-Najas Realty Pine Hill-P	\$1,175.24
Bristol County 53G-Watermellen LLC-C	\$6,502.47
Bristol County 53G-Tall Pines-Z	\$289.56
Bristol County 53G-Palmer River Dev-P	\$6,324.51
Bristol County 53G-Trebor/Winterfell-P	\$6,668.24
Bristol County 53G-Ferreira/Farmland Est-P	\$5,582.97
Bristol County 53G-Mastropietro/Farmland Est-P	\$1,829.04
Bristol County 53G-Najas-Stone Ridge-P	\$363.76
Bristol County 53G-JMV Realty/Curt St-P	\$2,760.77
Bristol County 53G-Moonlight Realty-P	\$12.89
Bristol County 53G-TMC CF New England LLC-P	\$141.08
Bristol County 53G-Myles Court LLC-P	\$39.51
Bristol County 53G-RAD Assoc. LLC-P	\$1,421.76
Bristol County 53G-TMC CF New England LLC-P	\$6,693.03
Bristol County 53G-Premier Builders Realty-Plan	\$2,740.18
Bristol County-Surety DPW-J&T Excavating	\$391.63
Bristol County-Surety DPW-Costa-Newman Ave Trench	\$200.74

Town Treasurer/Collector Report Cont.

Bristol County-Surety DPW-Lundgren-Warren Ave (2)	\$642.03
Bristol County-Surety DPW-Palmer Constr-Nadeau/Lincoln	\$501.16
Bristol County-Surety DPW-AR Mello & Sons	\$305.26
Bristol County-Surety DPW-K & S Resi-269 Jacob	\$244.17
Bristol County-Surety DPW-K & S Resi-380 Woodward	\$254.33
Bristol County-Surety DPW-MJD Excavating Inc 90 Lake	\$0.11
Bristol County-Surety DPW-MJD Excavating Inc-Brady Est	\$0.11
Bristol County-Surety-Brigham Farm Phase II	\$9,918.80
Bristol County-Surety-Chelsea Drive Dev	\$5,370.44
Bristol County-Surety-Costa Dev-Madison Est	\$21,252.08
Bristol County-Surety-Palmer River Dev/Jacob Hill Est	\$72,625.60
Bristol County-Surety-Premier Builders-Hidden Hills	\$104,516.19
Bartholomew - General Account	\$344,431.85
Bartholomew - CPA	\$1,634,199.15
Bartholomew Scholarship Trust Fund	\$9,353.69
Bartholomew Trust-Ann C. Greene	\$52,503.02
Bartholomew Trust-Arts Council	\$5,555.14
Bartholomew Trust-Conservation Commission	\$16,016.40
Bartholomew Trust-Martin School	\$12.55
Bartholomew Trust-OPEB Liability Trust Fund	\$2,894,232.52
Bartholomew Trust-Pension Reserve	\$26,346.91
Bartholomew Trust-Perp. Care Interest	\$7,853.68
Bartholomew Trust-Perp. Care Principal	\$259,879.38
Bartholomew Trust-Shorey Principal	\$1,036.00
Bartholomew Trust-Sirois Family Scholarship	\$14,516.64
Bartholomew Trust-Smart Memorial	\$40,539.32
Bartholomew Trust-Stabilization	\$4,566,529.04
Bartholomew Trust-Stabilization-Special Education	\$88,722.42
Bartholomew Trust-Theodore Smart	\$63,610.85
Bartholomew Trust-Walker Principal	\$14,416.36
Rockland Trust - Money Market	\$108,798.74
UniBank - General	\$826,824.60
UniBank - Ambulance Account	\$1,242,478.98
UniBank - Money Market	\$2,967,111.11
UniBank - NOW Account	\$2,648.02
UniBank - Online Collections/eBill	\$80,107.52
UniBank - Online Fire Dept Permits	\$3,383.53
UniBank - Online Recreation Fees	\$14,663.54
UniBank - School Transportation Fees	\$10,230.65
UniBank - Payroll	\$0.00
UniBank - School Vendor	\$0.00
UniBank - Town Vendor	\$0.00
Totals	<u>\$29,132,008.07</u>

Town Treasurer/Collector Report Cont.

Town Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details	Total Gross
Abelson	Neal	Building Inspector	Building	76,777.14		76,777.14		76,777.14
Aguiar	David	Sheriff Officer	Police Dept	-		-	4,914.00	4,914.00
Aguiar	James	Interim Building Inspector	Building	22,620.00		22,620.00		22,620.00
Akers	Evan	Firefighter	Fire Dept	70,006.80	4,063.84	74,070.64	2,720.00	76,790.64
Albuquerque	Jose	Truck Driver/Laborer	Public Works	45,327.27	4,846.43	50,173.70		50,173.70
Alexander	Bruce	Finance Director	Finance	98,306.81		98,306.81		98,306.81
Algarvio	Scott	Sheriff Officer	Police Dept	-		-	302.40	302.40
Allen	Patricia	Sheriff Officer	Police Dept	-		-	4,107.60	4,107.60
Almeida	Frank	Foreman	Public Works	56,040.06	9,459.39	65,499.45		65,499.45
Almeida	Kenneth	Sheriff Officer	Police Dept	-		-	1,512.00	1,512.00
Almeida	Nathaniel	Sheriff Officer	Police Dept	-		-	1,512.00	1,512.00
Almeida	Nelson	Board Member	Selectmen	2,100.00		2,100.00		2,100.00
Alves	Louis	Truck Driver/Laborer	Public Works	3,692.48	1,480.67	5,173.15		5,173.15
Amaral	James	Sheriff Officer	Police Dept	-		-	277.20	277.20
Amaral	Michael	Equipment Operator/Laborer	Public Works	50,557.93	10,526.55	61,084.48		61,084.48
Andrade	David	Board Member	Selectman	2,400.00		2,400.00		2,400.00
Araujo	Anthony	Special Police Officer	Police Dept	-	600.00	600.00	1,411.20	2,011.20
Araujo	Jason	Sheriff Officer	Police Dept	-		-	932.40	932.40
Aubin	John III	Town Planner	Planning	74,226.29		74,226.29		74,226.29
Axile	Sandra	Election Poll Worker	Town Clerk	85.00		85.00		85.00
Balasco	Catherine	Recreational Summer Help	Recreation	1,750.00		1,750.00		1,750.00
Ballard	Bruce	Firefighter	Fire Dept	25,139.47	1,599.10	26,738.57		26,738.57
Bartucca	Timothy	Patrol Officer	Police Dept	74,283.72	4,501.03	78,784.75	27,453.82	106,238.57
Beeley	Theresa	Recreational Summer Help	Recreation	774.00		774.00		774.00
Benevides	Josh	Recreational Summer Help	Recreation	540.00		540.00		540.00
Berard	Paul	Sheriff Officer	Police Dept	-		-	1,764.00	1,764.00
Bernard	Timothy	Sheriff Officer	Police Dept	-		-	403.20	403.20
Berthiaume	Peter	Sheriff Officer	Police Dept	-		-	3,376.80	3,376.80
Berube	Michael	Sheriff Officer	Police Dept	-		-	403.20	403.20
Bettencourt	Sharon	COA Case/Para Professional	Human Services	9,990.00		9,990.00		9,990.00
Bostick	Earl	Sheriff Officer	Police Dept	-		-	882.00	882.00
Bourgeois	Nicole	Chief's Secretary	Police Dept	46,460.73		46,460.73		46,460.73

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details	Total Gross
Bourque	Gary	Firefighter	Fire Dept	34,271.66	1,457.27	35,728.93		35,728.93
Bourque	Michael	Firefighter Captain	Fire Dept	94,147.88	6,431.92	100,579.80	1,040.00	101,619.80
Bowden	Zachary	Sheriff Officer	Police Dept	-		-	403.20	403.20
Bowyer	Shirley	Election Poll Worker	Town Clerk	761.00		761.00		761.00
Bradford	Matthew	Firefighter	Fire Dept	75,694.36	5,829.56	81,523.92	2,400.00	83,923.92
Braga	Aaron	Firefighter	Fire Dept	78,008.27	7,008.30	85,016.57	1,160.00	86,176.57
Brassard	Robert	Sheriff Officer	Police Dept	-		-	3,578.40	3,578.40
Brickley	Veronica	Outreach Case Worker PT	Human Services	25,578.00		25,578.00		25,578.00
Brierly	Virginia	Election Poll Worker	Town Clerk	516.50		516.50		516.50
Buckley	Paul	Elected Assessor	Assessor	3,138.96		3,138.96		3,138.96
Butterworth	Katelyn	Dispatcher	Communication	56,253.08	12,077.68	68,330.76		68,330.76
Cabeceiras	Richard	Firefighter	Fire Dept	25,175.08	2,118.37	27,293.45	1,080.00	28,373.45
Cabral	David	Town Engineer	Public Works	93,599.91		93,599.91		93,599.91
Cabral	Timothy	Electrical Inspector	Building	1,575.00		1,575.00		1,575.00
Cadime	Shawn	Town Administrator	Town Admin./BOS	163,884.68		163,884.68		163,884.68
Camara	Cheryl	Election Poll Worker	Building	405.00		405.00		405.00
Campbell	Christopher	Director of Communication	Communication	72,060.07	581.40	72,641.47		72,641.47
Cardoso	Eric	Sheriff Officer	Police Dept	-		-	302.40	302.40
Cardoza	Katherine	Dispatcher	Communication	57,380.93	8,771.85	66,152.78		66,152.78
Cartwright	Ashley	Senior Secretary	Human Services	46,615.82		46,615.82		46,615.82
Casper	Gregory	Sergeant	Police Dept	76,159.83	1,558.07	77,717.90	8,031.12	85,749.02
Catalano	Bridget	Recreational Summer Help	Recreation	465.00		465.00		465.00
Cavanaugh	John	Sheriff Officer	Police Dept	-		-	478.80	478.80
Chalifoux	Eric	Sergeant	Police Dept	73,620.93	5,695.32	79,316.25	9,053.58	88,369.83
Charron	Ronald	Special Police Officer	Police Dept	325.00	700.00	1,025.00	8,101.80	9,126.80
Chenevert	Harold	Food Inspector	Board of Health	24,249.42		24,249.42		24,249.42
Chomka	Keith	Sheriff Officer	Police Dept	-		-	302.40	302.40
Ciszkowski	David	Special Police Officer	Police Dept	-	660.00	660.00	32,394.60	33,054.60
Clarke	Sharon	Librarian II	Library	56,838.00		56,838.00		56,838.00
Clarke	Stephanie	Junior Associate	Library	15,705.58		15,705.58		15,705.58
Clement	Adam	Firefighter	Fire Dept	76,653.00	6,744.75	83,397.75	1,000.00	84,397.75
Colaanni	Adam	Firefighter	Fire Dept	65,917.75	1,861.70	67,779.45	760.00	68,539.45
Connolly	Stephanie	Sheriff Officer	Police Dept	-		-	1,146.60	1,146.60
Cook	Andrew	Firefighter	Fire Dept	48,018.29	296.15	48,314.44	320.00	48,634.44

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details	Total Gross
Corbitt	Phyllis	COA Art Instructor	Human Services	750.00		750.00		750.00
Cordeiro	Lydia	Assistant Assessor	Assessor	68,400.18		68,400.18		68,400.18
Cordeiro	Taylor	dispatcher	Communication	1,628.80	442.83	2,071.63		2,071.63
Corrigan	Catherine	Staff Librarian	Library	23,094.87		23,094.87		23,094.87
Costa	Justin	Sheriff Officer	Police Dept	-		-	16,102.80	16,102.80
Costa	Roberto	Dispatcher	Communication	58,978.42	35,134.88	94,113.30		94,113.30
Costa	Shawn	Sheriff Officer	Police Dept	-		-	201.60	201.60
Cote	Jeffrey	Sheriff Officer	Police Dept	-		-	403.20	403.20
Coyle	Kathleen	Accounts Payable Clerk	Finance	48,931.55	114.08	49,045.63		49,045.63
Craig	Florice	Town Clerk	Town Clerk	69,140.70		69,140.70		69,140.70
Curzake	Denise	Health Secretary	Board of Health	47,542.13		47,542.13		47,542.13
Cutler	Timothy	Plumbing & Gas Inspector	Building Insp.	1,085.00		1,085.00		1,085.00
Dalessio	Adam	Firefighter	Fire Dept	82,190.12	3,723.16	85,913.28	760.00	86,673.28
Dallaire	William	Special Police Officer	Police Dept	-	760.64	760.64	8,566.80	9,327.44
Dalpe	Richard	Election Poll Worker	Town Clerk	555.50		555.50		555.50
DaRosa	Adam	Sheriff Officer	Police Dept	-		-	403.20	403.20
Dawley	Adam	Firefighter	Fire Dept	58,610.99	1,842.19	60,453.18	1,200.00	61,653.18
Days	Carol-Ann	Chief's Secretary	Fire Dept	49,726.21	1,074.97	50,801.18		50,801.18
DeFontes	Christine	Treasurer/Collector	Finance	102,242.42		102,242.42		102,242.42
DeFontes	Krystal	Collector's Clerk	Finance	29,793.03	17.44	29,810.47		29,810.47
Deltatto	Christopher	Sheriff Officer	Police Dept	-		-	1,071.00	1,071.00
Desserres	Thomas	Dispatcher	Communication	54,698.50	17,223.83	71,922.33		71,922.33
Dias	Keith	Patrol Officer	Police Dept	46,645.29	2,306.57	48,951.86	4,909.98	53,861.84
Dicristoforo	Brian	Patrol Officer	Police Dept	8,780.40		8,780.40		8,780.40
Dillingham	William	Sheriff Officer	Police Dept	-		-	252.00	252.00
Dimartino	Matthew	Patrol Officer	Police Dept	73,158.44	16,807.29	89,965.73	7,143.24	97,108.97
Doar	Amy	Firefighter	Fire Dept	1,781.05	114.70	1,895.75		1,895.75
Douglas	Paul	Sheriff Officer	Police Dept	-		-	516.60	516.60
Dowd	Sean	Sergeant	Police Dept	85,077.40	10,306.90	95,384.30	212.96	95,597.26
Dumond	Scott	Special Police Officer	Police Dept	325.00	1,929.92	2,254.92	55,616.40	57,871.32
Dyer	Edward	Patrol Officer	Police Dept	64,128.22	1,679.88	65,808.10	21,848.65	87,656.75
Dyson	David	Lieutenant	Police Dept	57,470.90	1,973.57	59,444.47	1,255.68	60,700.15
Eghian	Renee	Library Page	Library	10,350.50		10,350.50		10,350.50

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details	Total Gross
English	Kevin	Firefighter	Fire Dept	80,833.00	11,769.95	92,602.95	2,760.00	95,362.95
Enos	David	Detective Sergeant	Police Dept	90,332.87	25,757.98	116,090.85	13,941.17	130,032.02
Ethier	Jason	Operator/Laborer	Public Works	51,435.22	3,892.58	55,327.80		55,327.80
Everett	Brian	Shop Foreman/Mechanic	Public Works	58,817.60	657.42	59,475.02		59,475.02
Ezovski	Carol	Customer Service Assoc.-PT	Library	11,744.26		11,744.26		11,744.26
Faria	Brittney	Assistant Director	Human Services	52,069.64		52,069.64		52,069.64
Ferreira	Joshua	Sheriff Officer	Police Dept	-		-	7,131.60	7,131.60
Ferreira	Shandra	Building Secretary	Building Insp.	41,366.54		41,366.54		41,366.54
Ferreira	Steven	Sheriff Officer	Police Dept	-		-	2,318.40	2,318.40
Ferrick	Renee	Program Director	Recreation	4,310.00		4,310.00		4,310.00
Flaherty	Scott	Patrol Officer	Police Dept	77,762.92	11,545.02	89,307.94	22,679.58	111,987.52
Fortin	Philippe	Library Page	Library	4,092.69		4,092.69		4,092.69
Fortin	Timothy	Junior Substitute	Library	1,859.00		1,859.00		1,859.00
Foulkes	Sandra	Election Poll Worker	Town Clerk	261.00		261.00		261.00
Fredette	Sharon	Library IT Specialist	Library	19,622.82		19,622.82		19,622.82
Fuller	Peter	Director	Library	90,820.19		90,820.19		90,820.19
Fundakowski	Steven	Patrol Officer	Police Dept	75,096.58	33,627.60	108,724.18	25,568.55	134,292.73
Gabriel	Theodora	Assessor	Assessor	91,200.24		91,200.24		91,200.24
Galley	Edward	Firefighter	Fire Dept	76,443.46	3,367.29	79,810.75		79,810.75
Gamer	Patricia	Office Assistant	Town Admin./BOS	19,639.91		19,639.91		19,639.91
Gardner	Matthew	Detective	Police Dept	74,554.06	6,396.20	80,950.26	5,946.20	86,896.46
Gario	Michelle	Senior Librarian	Library	70,291.76		70,291.76		70,291.76
Garnett	Nicholas	Sheriff Officer	Police Dept	-		-	718.20	718.20
Garrity	Bridget	Senior Secretary	Planning/Zoning	44,911.13	747.66	45,658.79		45,658.79
Gaucher	Scott	Patrol Officer	Police Dept	51,019.36		51,019.36		51,019.36
George	Rita	Election Poll Worker	Town Clerk	261.00		261.00		261.00
George	William	Firefighter Lieutenant	Fire Dept	76,475.11	6,932.88	83,407.99	4,480.00	87,887.99
Gibbons	Joseph	Firefighter	Fire Dept	77,598.44	2,032.80	79,631.24	2,920.00	82,551.24
Gildea Audette	Krystin	Dispatcher	Communication	29,669.66	3,727.75	33,397.41		33,397.41
Gill	Jamall	Sheriff Officer	Police Dept	-		-	2,129.40	2,129.40
Gilligan	Michael	Firefighter	Fire Dept	12,024.48	140.13	12,164.61		12,164.61
Ginzburg- Bram	Yekateri	Recreational Summer Help	Recreation	682.00		682.00		682.00

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details	Total Gross
Godin	Scott	Firefighter	Fire Dept	51.63	15.29	66.92		66.92
Goodman	Barbara	Senior Work Off	Human Services	750.00		750.00		750.00
Goodwin	Timothy	Firefighter	Fire Dept	77,333.75	6,605.34	83,939.09	1,800.00	85,739.09
Gormley	Ryan	Firefighter	Fire Dept	1,696.41	137.87	1,834.28		1,834.28
Gray	Frances	Election Poll Worker	Town Clerk	135.00		135.00		135.00
Greggerson	Pammie	Customer Service Assoc. II	Library	37,200.85		37,200.85		37,200.85
Greil	Amy	Staff Librarian	Library	44,463.06		44,463.06		44,463.06
Grillo	Aaron	Firefighter	Fire Dept	3,101.31	392.09	3,493.40		3,493.40
Griswold	Barbara	Election Poll Worker	Town Clerk	590.00		590.00		590.00
Grocott	Allan	Firefighter Lieutenant	Fire Dept	78,575.15	7,626.08	86,201.23	2,780.00	88,981.23
Hagman	Heidi	Part Time Secretary	Public Works	75.12		75.12		75.12
Hain	Robert	Sheriff Officer	Police Dept	-		-	403.20	403.20
Halaburda	Alison	Clerk	Assessor	40,968.32		40,968.32		40,968.32
Halajko	Shane	Zoning Board Member	Zoning	374.00		374.00		374.00
Hall	Sharonlynne	Animal Control Officer	Animal Control	65,000.10		65,000.10		65,000.10
Harris	Maria	Recreational Summer Help	Recreation	660.00		660.00		660.00
Harris	Robyn	Recreational Summer Help	Recreation	450.00		450.00		450.00
Hastings	Pamela	Technical Services Assoc.	Library	37,815.02		37,815.02		37,815.02
Healey	Sandra	Election Poll Worker	Town Clerk	130.50		130.50		130.50
Healy	Michael	Fire Chief	Fire Dept	122,880.71		122,880.71		122,880.71
Hedrick	Thomas	Sergeant	Police Dept	75,261.83	8,883.42	84,145.25	2,114.88	86,260.13
Hedrick	Todd	Special Police Officer	Police Dept	-		-	8,505.00	8,505.00
Hibbert	Kathleen	Associate Director	Library	72,050.05		72,050.05		72,050.05
Hines	Michelle	Board Member	Selectmen	2,100.00		2,100.00		2,100.00
Holme	Maria	Customer Service Assoc.-PT	Library	12,919.11		12,919.11		12,919.11
Horsman	Jessica	Health Agent	Board of Health	74,981.67		74,981.67		74,981.67
Houde	Timothy	Firefighter	Fire Dept	68,463.67	5,042.41	73,506.08	2,240.00	75,746.08
Huck	Bernadette	Human Services Director	Human Services	37,473.27		37,473.27		37,473.27
Hunt	Deborah	Library Page	Page	2,960.00		2,960.00		2,960.00
Hurst	Kevin	Equipment Operator/Laborer	Public Works	37,808.39	6,158.19	43,966.58		43,966.58
Impagliazzo	Alex	Firefighter	Fire Dept	80,016.14	5,139.70	85,155.84	1,400.00	86,555.84
Jackson	Dorothy	Election Poll Worker	Town Clerk	725.00		725.00		725.00
Jackson	Jared	Sheriff Officer	Police Dept	-		-	1,209.60	1,209.60

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details	Total Gross
Jamieson	Tracy	Assistant Treasurer/Collector	Finance	75,254.59		75,254.59		75,254.59
Jardine	Matthew	Lieutenant/Captain	Police Dept	108,031.66	18,396.93	126,428.59	1,703.68	128,132.27
John	Frank	Captain/Chief	Police Dept	121,166.24	4,888.85	126,055.09		126,055.09
Kach	Carolyn	Secretary/Senior Clerk	Veterans/Collectors	26,356.22		26,356.22		26,356.22
Keilman	Julie	Election Poll Worker	Town Clerk	170.00		170.00		170.00
Kelley	Shaun	Sergeant	Police Dept	78,774.36	8,451.36	87,225.72	21,329.72	108,555.44
Kelly	Alicia	Patrol Officer	Police Dept	72,194.92	19,764.34	91,959.26	15,066.11	107,025.37
Kelly	Christopher	Sergeant	Police Dept	75,311.10	6,275.28	81,586.38	3,705.55	85,291.93
Kelly	Shaun	Sheriff Officer	Police Dept	-		-	319.44	319.44
Keough	Kathy-Ann	Recreational Summer Help	Recreation	558.00		558.00		558.00
Kirchman	William	Recycling Coordinator	Recycling	9,091.39		9,091.39		9,091.39
Knox	Michael Jr	Patrol Officer	Police Dept	75,201.40	1,660.31	76,861.71	2,533.44	79,395.15
Knox	Milton	Sheriff Officer	Police Dept	-		-	756.00	756.00
L'Heureux	Kristen	Administrative Associate	Town Admin./BOS	23,715.63		23,715.63		23,715.63
Labonte	Justin	Firefighter	Fire Dept	46,123.83	252.87	46,376.70		46,376.70
LaFlame	James	Veterans Agent	Veterans	45,836.34		45,836.34		45,836.34
Lafleur	Abigael	Recreational Summer Help	Recreation	363.00		363.00		363.00
Lafleur	Gerard	Lieutenant	Police Dept	92,358.05	22,948.39	115,306.44	1,930.38	117,236.82
Lallier	Kim	Secretary	Conservation/Zoning	26,508.46		26,508.46		26,508.46
Lamothe	Elizabeth	Secretary	Public Works	41,794.99	250.00	42,044.99		42,044.99
Laprade	Adam	Patrol Officer	Police Dept	77,587.12	22,646.10	100,233.22	19,953.14	120,186.36
Laprade	Kyle	Firefighter	Fire Dept	75,701.89	9,205.60	84,907.49	1,720.00	86,627.49
Larrabee	Joanne	Sheriff Officer	Police Dept	-		-	3,704.40	3,704.40
Leclaire	Redmond	Sheriff Officer	Police Dept	-		-	1,688.40	1,688.40
Ledo	John	Sheriff Officer	Police Dept	-		-	756.00	756.00
Lima	Gilbert	Sheriff Officer	Police Dept	-		-	3,956.40	3,956.40
Lima	Gilbert Jr	Sheriff Officer	Police Dept	-		-	4,473.00	4,473.00
Lisbon	Marjorie	Senior Work Off	Council on Aging	750.00		750.00		750.00
Loiselle	Molly	Recreational Summer Help	Recreation	1,177.00		1,177.00		1,177.00
Lopes	Scott	Sheriff Officer	Police Dept	-		-	352.80	352.80
Lowery	Sandra	Captain	Fire Dept	101,957.57	880.16	102,837.73		102,837.73
Lucke	Brad	Patrol Officer	Police Dept	69,664.28	9,100.40	78,764.68	19,397.54	98,162.22

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details	Total Gross
Luperon	Freddy	Sealer of Weights & Measures	Building Insp.	6,000.00		6,000.00		6,000.00
Lynch	Arlene	Election Poll Worker	Town Clerk	468.56		468.56		468.56
Lyon	Lisa	Senior Clerk-Treasurer	Finance	48,087.80	136.08	48,223.88		48,223.88
Mace	Craig	Chief/Special Police Officer	Police Dept	117,068.43	40.00	117,108.43	630.00	117,738.43
Madonna	Mary	ACO Seasonal	Animal Control	10,645.71	941.11	11,586.82		11,586.82
Magill	Jeffrey	Lieutenant	Fire Dept	83,380.41	5,905.79	89,286.20	400.00	89,686.20
Maher	Edward	Firefighter	Fire Dept	75,944.55	9,774.66	85,719.21	1,760.00	87,479.21
Mahoney	David	Detective	Police Dept	76,842.54	20,002.67	96,845.21	2,230.76	99,075.97
Mallon	Bernard	Senior Work Off	Human Services	188.00		188.00		188.00
Mallon	Kimberly	Human Services Clerk	Human Services	28,782.59		28,782.59		28,782.59
Marcotte	Brett	Recreational Summer Help	Recreation	558.00		558.00		558.00
Marcotte	Edward	Senior Work Off	Council on Aging	348.00		348.00		348.00
Marino	Patricia	Collector's Clerk	Finance	36,620.49		36,620.49		36,620.49
Marshall	Michael	Sheriff Officer	Police Dept	-		-	403.20	403.20
Martel	Jonathon	Firefighter	Fire Dept	78,101.15	4,948.36	83,049.51	2,060.00	85,109.51
Massa	Peter	Sheriff Officer	Police Dept	-		-	201.60	201.60
Matias	Emmanuel	Sheriff Officer	Police Dept	-		-	403.20	403.20
McCallister	Kyle	Sheriff Officer	Police Dept	-		-	554.40	554.40
McCarthy	Sean	Sheriff Officer	Police Dept	-		-	907.20	907.20
McComb	Harrison	Sheriff Officer	Police Dept	44,699.47	152.59	44,852.06		44,852.06
McDonald	Edward	Special Police Officer	Police Dept	325.00	1,002.56	1,327.56	12,285.00	13,612.56
McDonald	James	Special Police Officer	Police Dept	-	680.00	680.00	7,345.80	8,025.80
McGregor	Theresa	Election Poll Worker	Town Clerk	1,325.00		1,325.00		1,325.00
McKenna	Stephen	Sheriff Officer	Police Dept	-		-	3,452.40	3,452.40
McKenzie	Leo	Sheriff Officer	Police Dept	-		-	478.80	478.80
McLaughlin	Kerry	Customer Service Assoc.-PT	Library	13,423.22		13,423.22		13,423.22
McNally	Gary	Special Police Officer	Police Dept	-	754.40	754.40	252.00	1,006.40
Meadows	John	Sheriff Officer	Police Dept	-		-	7,169.40	7,169.40
Mecketsy	Maureen	Administrative Associate	Library	23,093.73		23,093.73		23,093.73
Medeiros	Michael	Electrical Inspector	Building	26,355.00		26,355.00		26,355.00
Medeiros	Joshua	Firefighter	Fire Dept	64,326.13	1,296.10	65,622.23	1,480.00	67,102.23
Medeiros	Sean	Sheriff Officer	Police Dept	-		-	1,549.80	1,549.80
Mello	Benjamin	Patrol Officer	Police Dept	63,773.59	11,711.36	75,484.95	4,478.31	79,963.26

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details	Total Gross
Mello	Charles	Detective	Police Dept	79,301.91	11,866.17	91,168.08	1,905.60	93,073.68
Mello	Thomas	Sheriff Officer	Police Dept	-		-	554.40	554.40
Mendes	Paulo	Sheriff Officer	Police Dept	-		-	1,260.00	1,260.00
Miles	Saadia	Technical Services Associate	Library	18,122.57		18,122.57		18,122.57
Miller	David	Foreman/Special Police Officer	Public Works/Police	55,089.61	7,336.64	62,426.25	8,001.00	70,427.25
Miller	Jennifer	Conservation Agent	Conservation	61,795.59		61,795.59		61,795.59
Mills	Eleanor	Election Poll Worker	Town Clerk	1,011.00		1,011.00		1,011.00
Miranda	Nicholas	Sheriff Officer	Police Dept	36.36	6.20	42.56		42.56
Moitoza	Evan	Sheriff Officer	Police Dept	-		-	516.60	516.60
Mongeon	Douglas	Election Poll Worker	Town Clerk	-		-	1,738.80	1,738.80
Moore	James	Patrol Officer	Police Dept	78,697.85	10,730.41	89,428.26	12,684.71	102,112.97
Morris	Mark	Sheriff Officer	Police Dept	-		-	756.00	756.00
Morse	Peter	Sheriff Officer	Police Dept	-		-	252.00	252.00
Mota	Vanessa	Administrative Associate	Library	3,359.44		3,359.44		3,359.44
Murray	Daniel	Firefighter	Fire Dept	3,695.52	255.55	3,951.07		3,951.07
Murray	Julian	Sheriff Officer	Police Dept	-		-	1,310.40	1,310.40
Nagle	Kevin	Patrol Officer	Police Dept	72,705.56	17,344.48	90,050.04	3,864.44	93,914.48
Natale	Costantino	Patrol Officer	Police Dept	73,223.24	8,031.36	81,254.60	3,408.16	84,662.76
Nelson	James	Patrol Officer	Police Dept	71,988.92	11,845.14	83,834.06	18,633.18	102,467.24
Nichols	George	Sheriff Officer	Police Dept	-		-	403.20	403.20
Nicolau	John	Sheriff Officer	Police Dept	-		-	1,360.80	1,360.80
Novick	Jacob	Firefighter	Fire Dept	11,424.26	76.11	11,500.37		11,500.37
Nunes	Marco	Sheriff Officer	Police Dept	-		-	1,071.00	1,071.00
O'Connell	Ashley	ACO Seasonal	Animal Control	12,450.27	642.69	13,092.96		13,092.96
O'Hara	Jason	Special Police Officer	Police Dept	325.00	1,016.00	1,341.00	13,431.60	14,772.60
O'Leary	Timothy	Sheriff Officer	Police Dept	-		-	1,209.60	1,209.60
O'Loughlin	Phyllis	Election Poll Worker	Town Clerk	145.00		145.00		145.00
Oliveira	Antonio	Sheriff Officer	Police Dept	-		-	478.80	478.80
Oliver	Alice	Election Poll Worker	Town Clerk	930.50		930.50		930.50
Oliver	Edward	Firefighter	Fire Dept	59,561.27	508.86	60,070.13		60,070.13
Oliver	Frank	Registrar	Town Clerk	714.25		714.25		714.25
Olobri	Scott	Truck Driver/Laborer	DPW	53,908.48	4,586.33	58,494.81		58,494.81
Otero	Jennifer	Sheriff Officer	Police Dept	-		-	2,431.80	2,431.80

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details	Total Gross
Pacheco	Jodi	Dispatcher	Communication	56,662.95	13,910.11	70,573.06		70,573.06
Page	Brian	Sheriff Officer	Police Dept	-	201.60	201.60	655.20	856.80
Panarello	Pauline	Customer Service Assoc.-PT	Library	17,771.43		17,771.43		17,771.43
Parker	David	Board Member	Selectmen	525.00		525.00		525.00
Parker	Janet	Float Clerk	various	9,439.16		9,439.16		9,439.16
Parker	Lisa	Detective's Secretary	Police Dept	52,456.56		52,456.56		52,456.56
Patterson	Willie	Sheriff Officer	Police Dept	-		-	806.40	806.40
Pelletier	Andrew	Sheriff Officer	Police Dept	-		-	302.40	302.40
Pelletier	Christopher	Elected Assessor	Assessor	2,789.04		2,789.04		2,789.04
Pereira	Brian	Sheriff Officer	Police Dept	-		-	3,402.00	3,402.00
Pereira	Dennis	Patrol Officer	Police Dept	8,575.14		8,575.14	399.30	8,974.44
Perkins	Margaret	Cook/Aide	Human Services	9,477.00		9,477.00		9,477.00
Perry	Jeffrey	Sheriff Officer	Police Dept	-		-	403.20	403.20
Perry	Keith	Patrol Officer	Police Dept	64,783.64	33,663.64	98,447.28	6,825.64	105,272.92
Peterson	Nicholas	Detective	Police Dept	89,189.04	11,271.58	100,460.62	7,752.15	108,212.77
Peterson	Sean	Patrol Officer	Police Dept	502.68		502.68		502.68
Pezzuolo	Christopher	Sheriff Officer	Police Dept	-		-	604.80	604.80
Phillips	Sandra	Houseperson	Police Dept	-	676.52	676.52		676.52
Phinney	Benjamin	Librarian II	Library	51,638.40		51,638.40		51,638.40
Pickett	Robert	Election Poll Worker	Town Clerk	522.00		522.00		522.00
Pimentel	Elizabeth	Senior Work Off	Council on Aging	750.00		750.00		750.00
Pine	James	Sheriff Officer	Police Dept	-		-	1,587.60	1,587.60
Piquette	Thomas	Special Police Officer	Police Dept	-	700.00	700.00	9,494.55	10,194.55
Platt-Hanoian	Christopher	Patrol Officer	Police Dept	65,573.88	5,499.93	71,073.81		71,073.81
Poncin	Carol	Community Liason Coordinator	Human Services	6,289.50		6,289.50		6,289.50
Pope	Robert	Firefighter	Fire Dept	69,350.07	6,855.22	76,205.29	1,760.00	77,965.29
Pozzi	John	Recreation Director PT	Recreation	23,647.01		23,647.01		23,647.01
Pratt	Alex	Firefighter	Fire Dept	13,243.26	77.85	13,321.11		13,321.11
Proulx	Paul	Equipment Operator/Laborer	Public Works	48,979.50	4,763.00	53,742.50		53,742.50
Przeszlo	Steven	Firefighter	Fire Dept	3,334.08	468.84	3,802.92		3,802.92
Pucino	Anthony	Firefighter	Fire Dept	76,450.99	2,186.49	78,637.48	1,240.00	79,877.48
Puhacz	Michael	Firefighter	Fire Dept	62,068.38	1,015.99	63,084.37	640.00	63,724.37
Queenan	Earl	Recreational Summer Help	Recreation	5,000.00		5,000.00		5,000.00

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details	Total Gross
Queenan	Jenna	Recreational Summer Help	Recreation	396.00		396.00		396.00
Ransom	Charles	Firefighter	Fire Dept	73,833.77	7,081.44	80,915.21	3,160.00	84,075.21
Read	Robert	Zoning Board Member	Zoning	374.00		374.00		374.00
Read	Sandra	Election Poll Worker	Town Clerk	184.50		184.50		184.50
Rickey	Ronald	Dispatcher/Special Police Ofcr	Communication/PD	58,088.97	7,843.39	65,932.36	54,696.60	120,628.96
Robbins	Scott	Sheriff Officer	Police Dept	-		-	6,602.40	6,602.40
Robitaille	Joseph	Sheriff Officer	Police Dept	-		-	2,066.40	2,066.40
Rondeau	Keith	Zoning Board Member	Zoning	374.00		374.00		374.00
Rondeau	Nicholas	Dispatcher	Communication	55,510.82	6,940.88	62,451.70		62,451.70
Rosario	Francisco	Sheriff Officer	Police Dept	-		-	4,233.60	4,233.60
Rose	Mary Anne	Senior Work Off	Human Services	584.00		584.00		584.00
Ross	Roger	Zoning Board Member	Planning	531.00		531.00		531.00
Roy	James	Special Police Officer	Police Dept	325.00	808.76	1,133.76	19,555.20	20,688.96
Rushing	Gary	Patrol Officer	Police Dept	30,237.00	4,426.57	34,663.57	3,583.92	38,247.49
Russo	Andrea	Asst. Animal Control Officer	Animal Control	37,997.71	873.24	38,870.95		38,870.95
Sagar	Gary	Zoning Board Member	Selectmen	374.00		374.00		374.00
Sanders	Emmalee	Recreational Summer Help	Recreation	465.00		465.00		465.00
Santagata	Everett	DPW Cleaning	Public Works	15,922.62		15,922.62		15,922.62
Sarasin	Brittney	Firefighter	Fire Dept	75,779.54	4,498.34	80,277.88	2,440.00	82,717.88
Sarcione	Stephen	Firefighter	Fire Dept	76,507.20	5,543.28	82,050.48	1,160.00	83,210.48
Schlageter	Alexander	Firefighter	Fire Dept	78,211.77	4,154.17	82,365.94	640.00	83,005.94
Sheldon	Nancy	Special Police Officer	Police Dept	167.98	3,254.08	3,422.06	26,686.80	30,108.86
Shubert	Robert	Sheriff Officer	Police Dept	-		-	856.80	856.80
Silvestri	Michael	Sheriff Officer	Police Dept	-		-	1,738.80	1,738.80
Sine	James	Plumbing & Gas Inspector	Building Insp.	14,455.00		14,455.00		14,455.00
Smutek	Nancy	Election Poll Worker	Town Clerk	1,051.00		1,051.00		1,051.00
Snape	David	Patrol Officer	Police Dept	67,424.36	8,019.53	75,443.89	43,968.35	119,412.24
Sollitto	Felicia	Recreational Summer Help	Recreation	480.00		480.00		480.00
Sorel	Lorraine	Senior Clerk/Asst. Town Clerk	Collector/Town Clerk	50,120.80		50,120.80		50,120.80
Sousa	Joseph	Maintenance/Laborer	Public Works	51,102.27	4,168.04	55,270.31		55,270.31
Spina-Wagner	Susan	PT Temporary Clerk	Building/Town Clerk	667.00		667.00		667.00
Springer	Karen	Senior Clerk	Assessor	47,285.20		47,285.20		47,285.20
St.Hilaire	Arthur	Special Police Officer	Police Dept	176.53	680.00	856.53	6,806.75	7,663.28

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	REG & OT	Details	Total Gross
Steele	Gregory	Sheriff Officer	Police Dept	-		-	2,696.40	2,696.40
Stewart	Daniel	Sheriff Officer	Police Dept	-		-	1,751.40	1,751.40
Testa	Christina	Exec Asst to Town Admin/BOS	Town Admin./BOS	59,480.27		59,480.27		59,480.27
Thornhill	Wayne	Patrol Officer	Police Dept	72,961.36	16,704.17	89,665.53	3,405.26	93,070.79
Trenteseaux	Maurice	Senior Work Off	Human Services	750.00		750.00		750.00
Turkington	Jared	Patrol Officer	Police Dept	55,260.24	11,193.01	66,453.25	1,277.76	67,731.01
Tyler	David	Truck Driver/Laborer	Public Works	46,237.91	1,194.28	47,432.19		47,432.19
Tyler	Michael	Assistant Superintendent	Public Works	9,469.05		9,469.05		9,469.05
Vaughan	Bernadette	Library Page	Library	126.50		126.50		126.50
Vaz	Christopher	Sheriff Officer	Police Dept	-		-	1,423.80	1,423.80
Veader	Josephine	Registrar	Registrar	714.25		714.25		714.25
Viall	Laurie	Recreational Summer Help	Recreation	496.00		496.00		496.00
Vicenzo	Maria	Patrol Officer	Police Dept	76,341.90	3,170.94	79,512.84	4,373.08	83,885.92
Vieira	Michael	Sheriff Officer	Police Dept	-		-	403.20	403.20
Viera	David	Board Member	Board of Selectmen	2,100.00		2,100.00		2,100.00
Vignali	Jeannine	Customer Service Associate	Library	20,412.07		20,412.07		20,412.07
Warish	Craig	Sheriff Officer	Police Dept	-		-	1,713.60	1,713.60
Wetherell	Mark	Sheriff Officer	Police Dept	-		-	1,008.00	1,008.00
Whalen	Shaun	Lieutenant	Fire Dept	85,325.42	14,075.59	99,401.01	4,120.00	103,521.01
Wheeler	Nichole	Asst. Animal Control Officer	Animal Control	38,105.02	1,521.15	39,626.17		39,626.17
Whitford	Gail	Election Poll Worker	Town Clerk	279.00		279.00		279.00
Wills	Matthew	Ski Director	Recreation	1,700.00		1,700.00		1,700.00
Wilson	Keri	Recreational Summer Help	Recreation	1,050.00		1,050.00		1,050.00
Young	Corey	Sheriff Officer	Police Dept	-		-	403.20	403.20
Young	Douglas	Firefighter	Fire Dept	77,631.92	4,541.73	82,173.65		82,173.65
Young	Wayne	Mechanic	Public Works	53,301.47	4,756.24	58,057.71		58,057.71
Zasowski	Melissa	Dispatcher	Communication	55,093.51	23,539.77	78,633.28		78,633.28
Zorra	Christopher	Board Member	Selectmen	1,575.00		1,575.00		1,575.00

	Regular	Overtime	REG & OT	Details	Total Gross
Totals:	10,075,935.97	821,509.43	10,897,445.40	818,339.13	11,715,784.53

Town Treasurer/Collector Report Cont.

School Employees Annual Compensation

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Abbott	Karen	Instructional Aide	Aitken	26,107.54		26,107.54
Abrams	Becky	Teacher	Aitken	80,674.85		80,674.85
Abreu	Carolyn	Substitute Aide	System Wide	3,564.10		3,564.10
Adams	Heather	Secretary	Aitken	32,851.83		32,851.83
Aguiar	Amy	Substitute Teacher	System Wide	100.00		100.00
Aguiar	Kevin	Asst. Principal	High School	95,812.32		95,812.32
Ahern	Sharon	Teacher	Aitken	86,295.71		86,295.71
Alexander	Gina	Teacher	Martin School	88,962.40		88,962.40
Almeida	Laura	Teacher	High School	55,968.32		55,968.32
Almeida	Lisa	Teacher	High School	69,580.75		69,580.75
Alvarez	Yocasta	Substitute Aide	System Wide	285.60		285.60
Alves	Linda	Substitute Teacher	High School	11,615.23		11,615.23
Amaral	Gail	Substitute Teacher	High School	9,600.00		9,600.00
Anderson	Paul	Teacher	Aitken	21,286.95		21,286.95
Anderson	Sarina	Aide	Martin	17,976.82		17,976.82
Andrade	Lorrie-Ann	Instructional Aide	Martin School	26,469.30		26,469.30
Andrews	Mindy	Teacher	Martin School	85,527.27		85,527.27
Andrews	Sheree	Substitute Teacher	System Wide	850.00		850.00
Andrikopoulos	Emily	Long Term Substitute	High School	13,882.64		13,882.64
Angelini	Jennifer	Teacher	High School	86,631.49		86,631.49
Ansley	Judy	Teacher	Middle School	71,524.71		71,524.71
Apuzzo	Kimberly	Teacher	Martin School	86,625.71		86,625.71
Archambault	Tracey	Teacher	Martin School	85,442.71		85,442.71
Armoush	Ashley	Teacher	Middle School	81,814.81		81,814.81
Ashkar	Chirin	Substitute Teacher	System Wide	6,450.00		6,450.00
Bahry	Donna	Teacher	Martin	81,443.71		81,443.71
Balasco	Anthony	Custodian	Middle School	53,082.60	3,943.45	57,026.05
Balasco	Catherine	Teacher	Middle School	53,989.23		53,989.23
Balasco	Dawn	Teacher	Martin	86,728.81		86,728.81
Balasco	Kayla	Pool Worker	System Wide	2,628.00		2,628.00
Benevides	Josh	Teacher	Aitken	65,137.61		65,137.61

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Bennett	Stacie	Instructional Aide	Middle School	4,892.94		4,892.94
Bergeron	Joshua	Custodian	System Wide	40,833.03	6,219.81	47,052.84
Berwick	Earl	Instructional Aide/Coach	High School	40,852.64		40,852.64
Billings	Jennifer	Teacher	High School	82,523.71		82,523.71
Blackbird	Lisa	Teacher	Aitken	89,382.80		89,382.80
Blinn	Linda	Supervisory Aide	Martin	13,652.07		13,652.07
Bonneau	David	Teacher	High School	85,562.71		85,562.71
Borden	Jennifer	Teacher	High School	85,472.71		85,472.71
Bosco	Arlene	Superintendent	School Admin.	158,485.72		158,485.72
Botelho	Paul	Teacher/Coach	Middle School	81,443.71		81,443.71
Bouchard	Alexis	Asst. Principal	Middle School	95,712.31		95,712.31
Boudreau	Christina	Instructional Aide	System Wide	10,277.64		10,277.64
Boudreau	Jennifer	Teacher	Martin	82,043.71		82,043.71
Bourgette	Monica	Substitute Teacher	System Wide	437.50		437.50
Boyle	Sheri	Teacher	Middle School	87,228.80		87,228.80
Bradley	David	Custodian	High School	50,219.16	7,072.89	57,292.05
Bradley	Jacqueline	Substitute Aide	System Wide	1,994.72		1,994.72
Braga	Francisco	Transportation Director	System Wide	53,091.48		53,091.48
Braga	Julie	Secretary	School Admin.	52,290.18		52,290.18
Braganca	Ann Marie	Teacher	Martin	83,231.40		83,231.40
Braganca	Katherine	Substitute Aide	Martin	1,035.30		1,035.30
Brex	Kerry	Instructional Aide	Middle School	18,113.72		18,113.72
Brilhante	Jill	School Business Manager	School Admin.	59,353.85		59,353.85
Brouillette	Erin	School Committee Member	System Wide	1,000.00		1,000.00
Brown	David	Technology Technician	System Wide	45,272.04		45,272.04
Brown	Matthew	Coach	High School	3,687.00		3,687.00
Bruce	Andrea	Teacher	Martin	74,165.38		74,165.38
Brum	Andrew	Instructional Aide/Coach	System Wide	16,988.20		16,988.20
Burns	John	Coach	High School	2,973.00		2,973.00
Butler	Zita	Substitute Teacher	System Wide	4,900.00		4,900.00
Byrne	Lawrence	Teacher	High School	90,917.37		90,917.37
Cabral	Helen	Instructional Aide	Middle School	25,898.01		25,898.01

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Cabral	Taalibah	Substitute Teacher	System Wide	1,350.00		1,350.00
Calise	Janice	Crossing Guard	System Wide	6,084.14		6,084.14
Camara-Pomfret	Jennifer	Teacher	High School	82,726.62		82,726.62
Cameron	Brian	Coach	System Wide	4,876.00		4,876.00
Capizzo	Eryn	Teacher	High School	68,265.09		68,265.09
Carlozzi	Rosamaria	Tracher	High School	17,576.16		17,576.16
Carlson	Harold	Crossing Guard	System Wide	6,320.04		6,320.04
Carroll	Joshua	Student Worker	System Wide	660.00		660.00
Carulli	David	Teacher	Middle School	85,442.71		85,442.71
Carvalho	Chelsea	Teacher	Middle School	53,019.54		53,019.54
Carvalho	Corinne	Teacher	Martin	75,795.84		75,795.84
Carvalho	Lyla	Student Worker	High School	876.00		876.00
Carvara	Alyssa	Substitute Teacher	System Wide	4,000.00		4,000.00
Censabella	Robert	Teacher	High School	86,957.71		86,957.71
Cetenich	Erin	Teacher	Martin	68,331.12		68,331.12
Chale	Adam	Long Term Substitute Teacher	High School	4,617.06		4,617.06
Charette	Nathan	Teacher	High School	26,436.48		26,436.48
Chartier	Nicole	Instructional Aide	High School	6,210.78		6,210.78
Chianese	Virginia	Secretary	High School	29,113.74		29,113.74
Choate	Elaine	Instructional Aide	Aitken	25,365.20		25,365.20
Churchill	Tracy	Teacher	Aitken	58,748.45		58,748.45
Ciarla	Alicia	Coach	System Wide	714.00		714.00
Cicatiello	Karen	Teacher	Aitken	89,562.41		89,562.41
Cipoletti	Susan	Teacher	Middle School	23,583.36		23,583.36
Cloutier	Dina	Teacher	Middle School	86,357.71		86,357.71
Cloutier	Tracey	Teacher	High School	87,163.80		87,163.80
Conroy	Mary	Supervisory Aide	System Wide	9,547.03		9,547.03
Contois	Karen	Crossing Guard	System Wide	6,829.97		6,829.97
Cook	Michaela	Instructional Aide	High School	10,353.04		10,353.04
Cooney	Ethan	Student Worker	System Wide	27.50		27.50
Cordeiro	Joel	Substitute Teacher	High School	3,100.00		3,100.00
Cordeiro	Lindsey	Substitute Teacher	System Wide	1,125.00		1,125.00

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Corvi	Ellen	Teacher	Aitken	74,602.65		74,602.65
Costa	Ana	Supervisory Aide	Aitken	14,126.86		14,126.86
Costa	Dawn	Teacher	Middle School	88,165.80		88,165.80
Costa	Miguel	Teacher	Middle School	49,390.67		49,390.67
Costello	Michael	Substitute Aide	High School	2,357.96		2,357.96
Costello	Samantha	Teacher	High School	70,715.15		70,715.15
Cotter	Deirdre	Substitute Teacher	System Wide	850.00		850.00
Coury	Eric	Long Term Substitute	Middle School	65,137.63		65,137.63
Crafford	Sarah	Instructional Aide	Middle School	13,210.08		13,210.08
Crawford	Vernon	Coach	High School	6,898.00		6,898.00
Crawford-Tobias	Kathryn	Substitute Instructional Aide	System Wide	535.50		535.50
Crippen	Frederick	Teacher	High School	93,841.02		93,841.02
Csigay	Ranee	Coach	High School	2,973.00		2,973.00
Cunard	Angela	Teacher	High School	90,731.43		90,731.43
Cunard II	Edward	Teacher	High School	93,278.05		93,278.05
Custals	Belkis	Substitute Teacher	System Wide	250.00		250.00
Czech	Beth	Teacher	Middle School	88,599.28		88,599.28
Dahmer	Joanne	Teacher	High School	68,349.22		68,349.22
Dailey	Laura	Teacher	Martin	87,989.52		87,989.52
Dalton	Lynne	Supervisory Aide	Martin	13,652.07		13,652.07
Daluz	Alexander	Coach	High School	6,035.00		6,035.00
Daluz	Darren	Coach	System Wide	6,065.00		6,065.00
Damiani	Jennifer	Teacher	Middle School	81,424.02		81,424.02
Dantone	Leonard	Custodian	System Wide	49,222.87	627.99	49,850.86
Darling	Margaret	Substitute Instructinal Aide	Aitken	7,900.00		7,900.00
Darran	Robert	Teacher	High School	57,362.66		57,362.66
DaSilva	Karen	Instructional Aide	Aitken	14,091.00		14,091.00
DaSilva	Michael	Coach	System Wide	2,973.00		2,973.00
DeCambra	Carol	Substitute Teacher	System Wide	3,500.00		3,500.00
DeJesus	Celestino	Maintenance	High School	54,707.44	3,266.29	57,973.73
Delano	Elaine	Crossing Guard	System Wide	6,365.55		6,365.55

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Deleo	Kimberly	Teacher	Middle School	86,599.70		86,599.70
DeMedeiros	Jessica	Substitute Custodian	System Wide	1,072.10		1,072.10
DeMelo	Joe	Coach	High School	4,876.00		4,876.00
Devane	Jessica	Nurse/Teacher	System Wide	14,718.71		14,718.71
Devlin	James	Teacher	High School	85,442.71		85,442.71
Diabian	Christine	Substitute Teacher	System Wide	8,400.00		8,400.00
Diabian	Harout	Custodian	System Wide	49,610.28	2,894.08	52,504.36
Dias McShane	Catherine	Instructional Aide	System Wide	13,106.64		13,106.64
Dieringer	Kristina	Teacher	Middle School	82,794.52		82,794.52
Dilworth	William	Teacher	Middle School	55,550.67		55,550.67
Ditrolio	Roxanne	Teacher	Middle School	87,413.64		87,413.64
Dobay	Shawn	Sub Custodian	System Wide	28,572.37		28,572.37
Downing	Jessica	Teacher	Middle School	66,782.63		66,782.63
Doyle	Deborah	Substitute Teacher	System Wide	1,850.00		1,850.00
Doyle	Erin	Substitute Instructional Aide	System Wide	1,410.03		1,410.03
Drolet	Richard	Superintendent	School Admin.	75,850.86		75,850.86
Dumas	Patricia	Teacher	Middle School	88,674.52		88,674.52
Dupere	Phyllis	Substitute Teacher	High School	3,810.00		3,810.00
Durand	Dennis	Teacher	Middle School	55,782.66		55,782.66
Dyer	Jennifer	Substitute Teacher	System Wide	16,840.79		16,840.79
Dyer	Lisa-Marie	Substitute Nurse	System Wide	3,875.00		3,875.00
Dyson	Jo Anne	Teacher	Martin	81,556.68		81,556.68
Eaton	Ryan	Coach	High School	11,221.80		11,221.80
Eddy	Britt	Teacher	Middle School	87,413.65		87,413.65
Eklund	Elizabeth	School Committee Member	System Wide	1,000.00		1,000.00
Emmett	Mary	Instructional Aide	Martin	25,113.87		25,113.87
Enos	Samantha	Teacher	Middle School	49,735.69		49,735.69
Escalar	Noah	School Committee Member	System Wide	1,000.00		1,000.00
Ezeigbo	Julia	Substitute Teacher	System Wide	150.00		150.00
Faber	Gayle	Teacher	Aitken	80,764.32		80,764.32
Fagundes	Cynthia	Substitute Nurse	System Wide	1,687.50		1,687.50

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Faria	Manuel	Custodian	Martin	52,938.40	2,982.24	55,920.64
Faria	Matthew	Teacher	Martin	84,867.29		84,867.29
Faria	Valerie	Supervisory Aide	Martin	15,252.85		15,252.85
Farrow	Hilary	Teacher	Middle School	86,857.71		86,857.71
Faulkner	Carol	Supervisory Aide	Aitken	13,367.93		13,367.93
Fernandes	Catherine	Coach & Substitute	System Wide	3,023.00		3,023.00
Ferrara	Sharon	Secretary	Middle School	14,761.82		14,761.82
Ferri	Christine	Substitute Aide	System Wide	104.50		104.50
Ferrick	Renee	Instructional Aide	High School	20,300.89		20,300.89
Fitzgerald	Janet	Teacher	High School	91,976.80		91,976.80
Flanagan	Holly	Teacher	System Wide	86,396.41		86,396.41
Fletcher	Paula	Instructional Aide	Martin	4,424.28		4,424.28
Foisy	Debra	Instructional Aide	Martin	25,457.02		25,457.02
Fontaine	Brandon	Substitute Custodian	System Wide	1,328.80		1,328.80
Fontaine	Robert	Instructional Aide	High School	3,285.63		3,285.63
Fontaine	Samantha	Instructional Aide	High School	11,136.47		11,136.47
Fontes	Felipe	Coach	High School	4,876.00		4,876.00
Furze	Joanne	Substitute Teacher	System Wide	400.00		400.00
Gagliardi	Nancy	Principal	Aitken	111,442.60		111,442.60
Gagne	Lynn	Crossing Guard	System Wide	2,642.39		2,642.39
Gardner	Heather	Substitute Teacher	System Wide	500.00		500.00
Gargano	Halsey	Coach	System Wide	5,709.00		5,709.00
Geddes	Ruth	Teacher	Middle School	70,073.47		70,073.47
George	Cathlene	Instructional Aide	Martin	25,481.56		25,481.56
Gerbi	Louis	Teacher	High School	55,117.23		55,117.23
Geremia	Cheryl	Teacher/Substitute Teacher	High School	74,241.61		74,241.61
Germain	Rachel	Teacher	Aitken	71,231.10		71,231.10
Giammarco	Megan	Swim Director	High School	37,813.58		37,813.58
Giammarco	Sarah	Pool Worker	High School	924.00		924.00
Gibbons	Ben	Teacher	Middle School	57,738.16		57,738.16
Glum	Jacqueline	Teacher	Aitken	61,943.38		61,943.38

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Goldberg	Maurisa	Substitute Aide	System Wide	7,524.02		7,524.02
Gomes	Tyler	Student Worker	System Wide	660.00		660.00
Gonsalves	Zeferino	Substitute Custodian	System Wide	2,718.00		2,718.00
Gordon	Valerie	Instructional Aide	High School	26,537.69		26,537.69
Gosselin	Katie	Instructional Aide	Middle School	4,019.96		4,019.96
Goudreau	Tammy	Substitute Nurse	System Wide	125.00		125.00
Gouveia	Lauren	Teacher	Martin	88,414.30		88,414.30
Grady	Thomas	Substitute Teacher	System Wide	6,500.00		6,500.00
Graf	David	Assistant Principal	Aitken	35,382.30		35,382.30
Grande	Susan	Teacher	Middle School	86,357.71		86,357.71
Griffin	Amie	Administrative Secretary	School Admin.	28,368.66		28,368.66
Haggerty	Tara	Adjustment Counselor	Aitken/Martin	88,229.40		88,229.40
Haidemenos	John	Principal	Aitken	56,280.00		56,280.00
Haley	Caroline	Teacher	System Wide	65,137.62		65,137.62
Halpin	Kathleen	Teacher	Middle School	85,442.71		85,442.71
Halpin	Michelle	Teacher	Martin	86,175.71		86,175.71
Hamel	Barbara	Finance Administrator	School Admin.	101,733.58		101,733.58
Handfield	Deborah	Teacher	Middle School	82,403.71		82,403.71
Hanley	Robin	Accounts Payable Clerk	School Admin.	52,121.50		52,121.50
Hardiman	Mark	Substitute Teacher	System Wide	500.00		500.00
Harris	Maria	Substitute Aide	System Wide	35.70		35.70
Hartling	Beatrice	Instructional Aide	Aitken	16,973.27		16,973.27
Hawkins	Jamie	Teacher	Martin	55,550.68		55,550.68
Hayes	Patricia	Substitute Teacher	System Wide	300.00		300.00
Hellmold	Morgan	Teacher	High School	88,762.43		88,762.43
Hendricks	Eleanor	Instructional Aide	Aitken	26,251.46		26,251.46
Hindle	Ellen	Teacher	Middle School	88,387.70		88,387.70
Holden	Thomas	Instructional Aide/Coach	Middle School	27,681.55		27,681.55
Holmes	Maurice	Crossing Guard	System Wide	6,190.13		6,190.13
Hood	Naomi	Instructional Aide	Middle School	18,253.32		18,253.32
Hoogerzeil	Peter	Teacher	High School	90,554.71		90,554.71

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Hopkins	Lisa	Teacher	Martin	88,804.52		88,804.52
Horton	Evemarie	Substitute Teacher	System Wide	800.00		800.00
Horton	Linda	Teacher	High School	99,148.02		99,148.02
Hutchins	Kerry	Assistant Principal	Martin	34,637.02		34,637.02
Hytinen	Christina	Substitute Teacher	System Wide	1,200.00		1,200.00
Infante	Amy	Administrative Secretary	School Admin.	9,965.56		9,965.56
Jackson	Billie Jo	Administrative Secretary	Middle School	28,373.33		28,373.33
Janoudi	Abeer	Substitute Teacher	System Wide	400.00		400.00
Jeffrey	Delia	Substitute Aide	System Wide	3,160.15		3,160.15
Jensen	Elizabeth	Teacher	Aitken	44,701.65		44,701.65
Jodat	Nancy	Teacher	Aitken	80,356.69		80,356.69
Johnson	John	Coach	System Wide	2,220.00		2,220.00
Johnson	Susan	Teacher	Middle School	85,442.71		85,442.71
Johnson	Taylor	Teacher	High School	11,227.84		11,227.84
Jones	Christopher	Assistant Principal	High School	56,599.95		56,599.95
Jones	Lynn	Instructional Aide	Aitken	25,326.38		25,326.38
Jones-Pearson	Bianca	Teacher	High School	56,717.71		56,717.71
Kaplan	Bethany	Instructional Aide	High School	27,090.48		27,090.48
Karewa	Linda	Substitute Secretary	System Wide	1,869.00		1,869.00
Kelley	Jonathan	Teacher	High School	17,733.36		17,733.36
Kenahan	Rita	Substitute Teacher	System Wide	537.50		537.50
Kenney	Rebecca	Teacher	Middle School	81,814.81		81,814.81
Keough	Kathy	Teacher	Martin	68,631.14		68,631.14
Killam	Alicia	Instructional Aide	Aitken	3,230.40		3,230.40
King	Cheryl	Substitute Clerical	System Wide	30,204.16		30,204.16
King	Emily	Teacher	Martin	68,331.16		68,331.16
Kinniburgh	Heather	Teacher	High School	86,655.71		86,655.71
Knight	Asya	Student Worker	High School	429.00		429.00
Knowlton-Randall	Neil	Teacher	Middle School	49,390.69		49,390.69
Koehler	Laura	Teacher	Martin	17,448.64		17,448.64
Kozlowski	Keri	Teacher	High School	97,442.02		97,442.02

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Lacroix	Tiffany	Teacher	Martin	62,170.15		62,170.15
Lacson	Zenaida	Substitute Custodian	Martin	2,174.40		2,174.40
Lafond	Mathieu	Teacher	Middle School	13,432.64		13,432.64
Laliberte	Donna	Teacher	Middle School	70,777.57		70,777.57
Lamar	Audrey	Teacher	Aitken	61,943.36		61,943.36
Lamoureux	Samantha	Substitute Teacher	System Wide	300.00		300.00
Lanciaux	Henri	Coach	System Wide	2,220.00		2,220.00
Lane	Maryellen	Teacher	Aitken	85,278.17		85,278.17
Lanzi	Alexander	Student Worker	System Wide	2,604.00		2,604.00
Lapland	Donna	Instructional Aide	Martin	25,472.94		25,472.94
Laprade	Catherine	Substitute Instructional Aide	System Wide	107.10		107.10
Lapre	Stephanie	Instructional Aide	Middle School	11,318.00		11,318.00
Larson	Suzanne	Teacher	High School	76,935.55		76,935.55
Latimer	Terri	Teacher	Middle School	86,175.71		86,175.71
Lavoie	Tracey	Payroll & Benefits Coordinator	School Admin.	64,460.49		64,460.49
Leduc	Jodi	Interim Director of Guidance	High School	39,166.44		39,166.44
Lee	Joohee	Instructional Aide	High School	6,606.43		6,606.43
Lehane	Sonya	Teacher	Middle School	88,806.77		88,806.77
Leinson	Kimberley	Substitute Teacher	System Wide	1,400.00		1,400.00
Lessard	Kerie	Instructional Aide	Middle School	18,634.50		18,634.50
Letourneau	Kathleen	Substitute Nurse	System Wide	562.50		562.50
Lewis-Bell	Lori	Substitute Instructional Aide	System Wide	18,258.92		18,258.92
Lewis-Hicks	Lydia	Substitute Teacher	System Wide	1,085.88		1,085.88
Lezy	Carrie	Substitute Teacher	System Wide	450.00		450.00
Limperis	Linda	Teacher	High School	54,468.80		54,468.80
Lincoln	Erika	Substitute Teacher	System Wide	200.00		200.00
Lombardi	Stefanie	Occupational Therapist Asst.	Aitken	45,218.45		45,218.45
Lopes	Kyle	Coach	System Wide	2,973.00		2,973.00
Lucey	Cameron	Coach	System Wide	1,000.00		1,000.00
Lush	Bartholomew	Principal	Martin	114,987.04		114,987.04
Macalister	Margaret	Substitute Teacher	System Wide	100.00		100.00

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Machado	Kelley	Supervisory Aide	Martin	13,156.83		13,156.83
Machado Cook	Elizabeth	Teacher	High School	75,092.72		75,092.72
MacKnight	James	Teacher	High School	83,251.21		83,251.21
Mahoney	Kelley	Teacher	Martin	83,888.71		83,888.71
Malloy	Gaston	Substitute Teacher	System Wide	100.00		100.00
Manickas	Barbara	Teacher	Aitken	87,195.71		87,195.71
Manton	Michael	Teacher	Middle School	47,026.45		47,026.45
Marceau	Tara	Teacher	High School	82,291.21		82,291.21
Marcotte	Soleil	Pool Worker	System Wide	3,462.50		3,462.50
Mare'	Matthew	Teacher	Middle School	65,797.55		65,797.55
Marinucci	Deanna	Teacher	High School	95,638.62		95,638.62
Marszalkowski-Krawitz	Shanna	Substitute Aide	System Wide	3,617.39		3,617.39
Martin	Robert	Substitute Teacher	System Wide	714.00		714.00
Martin	Tyla	Teacher/Coach	System Wide	64,881.13		64,881.13
Matton	Sandra	Instructional Aide	Martin	25,734.04		25,734.04
Maynard	Lori	Teacher	Martin	86,728.80		86,728.80
Mayo	Kimberly	Instructional Aide	Martin	19,045.76		19,045.76
McCoart	Linda	Nurse/Teacher	Middle School	79,951.09		79,951.09
McCabe	Kelly	Substitute Teacher	System Wide	2,000.00		2,000.00
McCaffrey	Linda	Teacher	Martin	86,175.71		86,175.71
McCartin	Matthew	Coach	System Wide	14,628.00		14,628.00
McCormick	Jeanne	Teacher	Aitken	86,175.71		86,175.71
McCracken	Samantha	Substitute Teacher	System Wide	1,950.00		1,950.00
McElroy	Cynthia	Substitute Instructional Aide	Martin	2,261.00		2,261.00
McFarland	Edward	Substitute Teacher	System Wide	400.00		400.00
McGary	Lauren	Substitute Teacher	System Wide	300.00		300.00
McLintock	Lisa	Nurse/Teacher	Martin	87,670.90		87,670.90
McNally	Lori	Teacher	Aitken	25,152.64		25,152.64
McNamara	Bridget	Confidential Secretary	School Admin.	54,402.04		54,402.04
McVeigh	Ashley	Teacher	High School	81,533.71		81,533.71
Medas	Jessica	Substitute Instructional Aide	System Wide	52.25		52.25
Medberry	Marjory	Data Clerk	High School	33,429.61		33,429.61

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Medeiros	John	Custodian	High School	55,862.20	4,896.61	60,758.81
Medeiros	Karen	Teacher	Aitken	85,846.63		85,846.63
Medeiros	Kendra	Teacher	Martin	86,462.71		86,462.71
Mello	Eli	Teacher	High School	89,897.71		89,897.71
Mello	Melissa	Teacher	High School	83,344.29		83,344.29
Menard	Dawn	Transportation Supervisor	School Admin.	52,247.10		52,247.10
Mendes	Mary	Instructional Aide	Middle School	26,686.55		26,686.55
Menke	John	Substitute Teacher	System Wide	174.38		174.38
Mercier	Emma	Substitute Teacher	System Wide	375.00		375.00
Michaud	Brooke	Coach	System Wide	2,973.00		2,973.00
Miguel	Laura	Teacher	Martin	53,800.52		53,800.52
Miller	Gary	Teacher	High School	79,864.79		79,864.79
Miller	Tammi	Teacher	Middle School	87,393.52		87,393.52
Mirza	Jessica	Teacher	High School	6,484.38		6,484.38
Mitchell	Kerrin	Instructional Aide	Middle School	25,332.35		25,332.35
Moniz	John	Instructional Aide	High School	5,644.67		5,644.67
Moniz	Patti	Instructional Aide	Martin	20,924.04		20,924.04
Moniz	Pedro	Technology Technician	System Wide	47,291.92		47,291.92
Mooney	Francis	Coach	High School	4,876.00		4,876.00
Mooney	Sarah	Teacher	Martin	87,146.80		87,146.80
Moran	John	Teacher	High School	86,018.00		86,018.00
Morin	Linda	Crossing Guard	System Wide	3,722.86		3,722.86
Moszczenski	Stanley	Substitute Teacher	System Wide	2,800.00		2,800.00
Murgo	Laura	Teacher	Middle School	60,675.04		60,675.04
Murphy	Patricia	Teacher	Martin	86,863.33		86,863.33
Murray	Rebecca	Teacher	Martin	83,146.21		83,146.21
Nastari	Kayla	Teacher	High School	58,475.71		58,475.71
Nelson	Eileen	Substitute Nurse	System Wide	500.00		500.00
Nelson	Kristin	Teacher	High School	94,929.71		94,929.71
Noble	Russell	Substitute Teacher	System Wide	950.00		950.00
O'Donnell	Alison	Substitute Teacher	System Wide	1,960.00		1,960.00

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Oesterle	Patricia	Instructional Aide	High School	16,454.68		16,454.68
Olean	Montana	Substitute Teacher	System Wide	100.00		100.00
Oliveira	Marilyn	Substitute Teacher	System Wide	235.70		235.70
Owens	Linda	Substitute Teacher	System Wide	87,102.52		87,102.52
Parente	John	Substitute Teacher	System Wide	4,600.00		4,600.00
Patch	Meagan	Teacher	Martin	56,954.78		56,954.78
Paulo	William	Coach	High School	4,004.00		4,004.00
Peixoto	Jose	Custodian	High School	50,344.20	3,190.78	53,534.98
Pelicano	Hilda	Teacher	Middle School	90,448.05		90,448.05
Pellergrino	Frank	Substitute Teacher	Middle School	59,682.66		59,682.66
Pellegrino	Nicole	Teacher	Middle School	86,770.71		86,770.71
Pellerin	Kim	Coach	System Wide	22,744.43		22,744.43
Pereira	Ashley	Instructional Aide	Aitken	2,888.45		2,888.45
Pereira	Caitlin	Coach	High School	80,970.22		80,970.22
Pereira	Diane	Supervisory Aide	Aitken	20,011.40		20,011.40
Perry	Brian	Teacher	High School	58,958.45		58,958.45
Petrucci	Michael	Teacher	High School	95,036.52		95,036.52
Phillips	Vincent	Custodian	Martin	33,890.66	4,408.98	38,299.64
Pickett	Robert	Substitute Crossing Guard	System Wide	209.46		209.46
Pierce	Kayla	Coach	System Wide	714.00		714.00
Pimental	John	Maintenance Foreman	High School	57,623.20	944.46	58,567.66
Plante	Jennifer	Instructional Aide	Martin	15,451.16		15,451.16
Poirier	Brandi	Teacher	Aitken	13,432.64		13,432.64
Pope	Tammy	Instructional Aide	Aitken	25,957.07		25,957.07
Powers	Maureen	Secretary	High School	33,625.03		33,625.03
Powers	Patrick	Substitute Teacher	System Wide	1,100.00		1,100.00
Prata	Tricia	Secretary	High School	28,598.54		28,598.54
Pray	Kathleen	Substitute Teacher	System Wide	21,175.46		21,175.46
Prazeres	Lori	Teacher	Martin	73,008.68		73,008.68
Principe	Anthony	Long Term Substitute Teacher	High School	11,641.44		11,641.44
Propatier	Linda	Instructional Aide	Aitken	25,413.79		25,413.79

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Provazza	John	Substitute Custodian	High School	2,174.40		2,174.40
Provost	Heather	Instructional Aide	Martin	15,982.67		15,982.67
Quaratella	Holly	Teacher	Aitken	78,116.34		78,116.34
Queenan	Ronald	Teacher	Martin	26,326.48		26,326.48
Queenan II	Earl	Substitute Teacher	Aitken	81,785.26		81,785.26
Rawnsley	Jessica	Teacher	High School	22,560.64		22,560.64
Read	Tracey	Secretary	Martin	33,798.22		33,798.22
Regan	Kiera	Instructional Aide	High School	9,627.82		9,627.82
Reilly	Stacie	Teacher	Middle School	79,856.74		79,856.74
Riccitelli	Michelle	Substitute Teacher	System Wide	7,021.40		7,021.40
Rielly	Debbie	Teacher	Martin	87,413.59		87,413.59
Rioux	Joanna	Teacher	Aitken	89,847.71		89,847.71
Roach	Cynthia	Substitute Teacher	System Wide	55,550.67		55,550.67
Robitaille	Carol	Instructional Aide	Middle School	27,044.58		27,044.58
Roderick	Karen	Teacher	Martin/Aitken	85,072.73		85,072.73
Rodrigues	David	Custodian	System Wide	49,440.04	5,252.96	54,693.00
Rok	Patricia	Nurse/Teacher	High School	87,279.22		87,279.22
Rondeau	Joann	Teacher	Aitken	86,175.71		86,175.71
Roy	James	Maintenance Supervisor	High School	84,964.34	7,900.05	92,864.39
Rubin	David	Teacher	High School	87,717.71		87,717.71
Saleeba	Jordan	Student Worker	System Wide	660.00		660.00
Salisbury	Michelle	Teacher	High School	90,080.43		90,080.43
Sampson	Hannah	Instructional Aide	Aitken	5,549.05		5,549.05
Sandstrom	Michael	Teacher	Middle School	86,875.21		86,875.21
Sansoucy	Courtney	Teacher	Aitken	85,442.71		85,442.71
Santoro	Kimberly	Instructional Aide	System Wide	17,057.88		17,057.88
Santos	Kimberly	Teacher	High School	41,174.07		41,174.07
Saraiva	Nancy	Substitute Teacher	System Wide	187.50		187.50
Sarasin	Candace	Teacher	Martin	86,546.80		86,546.80
Sceeles	Alexander	Instructional Aide	Martin	14,626.32		14,626.32
Sceeles	Alison	Teacher	Martin	86,728.80		86,728.80

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Schebel	Bree	Teacher	High School	81,623.71		81,623.71
Schenck	Donald	Adjustment Counselor	Martin	81,443.71		81,443.71
Schwab	Jennifer	Teacher	Aitken	86,447.71		86,447.71
Servidio	Thomas	Pool Worker	High School	1,584.00		1,584.00
Seward	Dale	Coach	High School	3,806.00		3,806.00
Sheedy	Lori	Substitute Aide	System Wide	9,811.62		9,811.62
Shurtleff	Barbara	Teacher	Middle School	95,574.70		95,574.70
Silveria	Elizabeth	Substitute Teacher	System Wide	5,550.00		5,550.00
Silverstein	Sherri	Substitute Teacher	System Wide	7,350.00		7,350.00
Silvestre	Cristina	Administrative Secretary	High School	13,381.15		13,381.15
Skodras	Melissa	Teacher	Middle School	52,690.69		52,690.69
Sloat	Mary	Teacher	Martin	86,728.80		86,728.80
Sluter	Kimberly	School Committee Member	System Wide	1,400.00		1,400.00
Smialek	John	Teacher	High School	90,037.55		90,037.55
Smith	Kelly	Substitute Teacher	System Wide	9,566.10		9,566.10
Smith	Michael	Coach	High School	3,300.00		3,300.00
Smith	Sylvia	Teacher	Aitken	86,728.82		86,728.82
Soares	Laurie	Nurse/Teacher	Aitken	37,352.62		37,352.62
Sochin	Patricia	Instructional Aide	Martin	25,902.64		25,902.64
Sochin	Rebecca	Substitute Teacher	System Wide	3,318.50		3,318.50
Soderlund	Shanna	Teacher	Martin School	88,122.52		88,122.52
Sollitto	Felicia	Instructional Aide	Martin School	6,301.98		6,301.98
Sousa	Corey	Substitute Custodian	System Wide	6,961.10		6,961.10
Sousa	Emanuel	Custodian	Aitken	50,651.16	1,187.65	51,838.81
Souto	Deborah	Secretary	Middle School	26,988.32		26,988.32
Souza	Stephanie	Substitute Teacher/Nurse	Middle School	750.00		750.00
Sprague	Lori-Ann	Instructional Aide	Martin	25,414.25		25,414.25
Sprague	Stephen	Maintenance	System Wide	53,341.40	3,015.61	56,357.01
Springer	Alyson	Teacher	Martin	7,840.00		7,840.00
St.Jacques	Cynthia	Teacher	Martin	89,114.70		89,114.70
St.Michel	Jennifer	Teacher	Middle School	85,442.71		85,442.71

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Steitz	Keri	Teacher	Martin	86,546.80		86,546.80
Sullivan	Judith	Teacher	Martin	87,228.80		87,228.80
Swallow	Renee	Supervisory Aide	Martin	25,507.25		25,507.25
Swick	Katherine	Teacher	Martin	86,546.80		86,546.80
Tarantelli	Jessica	Substitute Aide	System Wide	8,429.80		8,429.80
Tavares	Crystal	Instructional Aide	High School	6,651.42		6,651.42
Taylor	Linda	Substitute Teacher	System Wide	300.00		300.00
Tenreino	Abigail	Pool Worker	System Wide	900.00		900.00
Tetreault	Lorenzo	Substitute Teacher	System Wide	7,400.00		7,400.00
Thivierge	Keri	Teacher	Middle School	75,442.64		75,442.64
Thurber	Melissa	Teacher	Martin	71,524.72		71,524.72
Topazio	Michael	Substitute Teacher	System Wide	7,600.00		7,600.00
Tracey	Stacie	Substitute Teacher	System Wide	4,150.00		4,150.00
Travers	David	Custodian	Middle School	57,879.40	74.10	57,953.50
Trudeau	Jessica	Teacher	Aitken	85,442.72		85,442.72
Tucker	Mechelle	Supervisory Aide	System Wide	1,536.63		1,536.63
Turgeon	Gail	Crossing Guard	System Wide	6,900.90		6,900.90
Turner	Denise	Teacher	Middle School	86,546.80		86,546.80
Vicente	Lisa	Substitute Teacher	System Wide	4,678.50		4,678.50
Viens	Stephanie	Teacher	System Wide	48,995.10		48,995.10
Viveiros	Deborah	School Committee Member	System Wide	1,000.00		1,000.00
Von Itter-Doe	Susan	Special Education Dir.	School Admin.	105,582.10		105,582.10
Waddicor	Zachary	Assistant Superintendent	School Admin.	50,904.47		50,904.47
Wade	Charles	Substitute Teacher	System Wide	674.38		674.38
Waldman	Jill	Teacher	Aitken	65,235.86		65,235.86
Walek	Mary	Teacher	High School	47,497.97		47,497.97
Walsh	Megan	Teacher	Martin	53,610.06		53,610.06
Ward Smith	Suzanne	Teacher	Aitken	85,442.71		85,442.71
Weissinger	Janice	Teacher	Martin	75,855.83		75,855.83
Wentworth	Jennifer	Teacher	Martin	69,351.15		69,351.15
Whalen	William	Principal	Middle School	111,835.66		111,835.66

Town Treasurer/Collector Report Cont.

Last Name	First Name	Job Title	Department	Regular	Overtime	Total Gross
Whatley	Christine	Guidance Director	High School	115,259.53		115,259.53
Wheaton	Lauren	Instructional Aide	High School	6,572.95		6,572.95
Wills	Matthew	Teacher	High School	89,878.71		89,878.71
Wilson	Kathleen	Teacher	Middle School	82,171.08		82,171.08
Wilson	Paul	Instructional Aide	Martin	15,942.44		15,942.44
Winsor	Gregory	Teacher	High School	79,734.76		79,734.76
Wyrostek	Devin	Student Worker	High School	2,568.00		2,568.00
Young	Curtis	Custodian	High School	17,671.20	724.80	18,396.00
Yttredahl	Jessica	Teacher	High School	72,188.72		72,188.72
Zarzycki	Sharon	Instructional Aide	High School	27,005.58		27,005.58
Znosko	Marish	Teacher	Middle School	67,094.12		67,094.12
Zonfrillo	Morgan	Instructional Aide	Martin	17,904.04		17,904.04

	Regular	Overtime	Total Gross
Totals:	19,724,246.92	58,602.75	19,782,849.67

It is our mission to be a primary provider of information and quality services to the community and to work cooperatively and in coordination with the varied departments and groups while performing a myriad of tasks to achieve established goals and comply with state and local statutes.

Seekonk Town Clerk

Town Clerk's Responsibilities

The Town Clerk's Office provides a variety of services to not only the public but town departments on a daily basis. Below is a list of most tasks.

- Post all meetings and agendas per MGL Open Meeting Law
- Swearing in of appointed board, committee and elected officials
- Swearing in of new Police and Fire personnel
- State Ethics training and open meeting laws
- Records Assess Officer (RAO)
- Process Board of Appeal Decisions for Registry of Deeds filing
- Notary service
- File marriage intentions and process marriage certificate after marriage
- Justice of the Peace
- Birth certificates
- Death Certificates
- Seekonk cemeteries- Deeds, information on purchased plots
- Certified copies of vital records
- Dog licenses
- Business certificates (DBA's)
- Yard Sale permits
- Raffle permits
- Process yearly census
- Prepare yearly street listing for printing
- Town meeting, Town meeting minutes
- Genealogy requests
- Records for Pole locations
- Zoning and General By-Law filing with the state
- ELECTIONS
- Run all town & state elections
- Hand out/collect nomination papers

Seekonk Town Clerk Continued

Certify signatures
Process absentee ballot applications
Process early voting ballots
Post the warrant
Test voting machines
Maintain State computer voting registration information system (VRIS)
Print the voters list
Tally election results
Prepare ballots for town elections
Training and scheduling of poll workers
File election reports with the state
File campaign finance reports

The Town Clerk's office will always provide a professional and effective source of information to Seekonk's residents and municipal departments.

I thank our poll workers, registrars, my fellow employees, state employees, police and fire departments, DPW, the Seekonk School system and TV 9. And to all of the residents in town that have been helpful this past year. Your efforts help to make the town clerk's office operate in the manner that is expected by our residents.

Respectfully submitted,
Florice Craig, Town Clerk

******The Election Tally Sheets and Town Meeting Warrants can be found at the end of the Annual Report.***

Planning Board

Planning Board

David Sullivan, Jr.
Chairperson

James Roach
Vice Chairperson

Michael Bourque
Clerk

Bruce Hoch
Vice Clerk

Phoebe Lee Dunn
*SRPEDD
Representative*

Sandra M. Foulkes
Member

Peter Aguiar
Member

John Aubin III
Town Planner

The Seekonk Planning Board is a seven-member elected board, which administers and implements the Rules and Regulations Governing the Subdivision of Land in the Town of Seekonk, ensuring that streets, sidewalks and utilities under construction in new developments meet the Town's specifications and standards. The Board also administers Site Plan Review as required by the Zoning By-Laws, proposes revisions to the Zoning By-laws and engages in long term planning efforts on behalf of the Town in coordination with the Board of Selectmen, other Town departments and boards, state agencies and regional organizations.

Members included, David Sullivan, Jr., Michael Bourque, Lee B. Dunn, Sandra M. Foulkes, James Roach, Bruce Hoch, and Peter Aguiar.

On April 19, 2019, the Planning Board voted to re-organize their members: David Sullivan, Jr., Chairperson; James Roach, Vice-Chairperson; Michael Bourque, Clerk; Bruce Hoch, Vice-Clerk; and Lee B. Dunn, SRPEDD Representative.

PUBLIC HEARINGS

The Planning Board conducted the following Public Hearings during the course of FY 2019:

- August 14, 2018, the Planning Board held a public hearing on proposed revisions to the Rules and Regulations Governing the Subdivision of Land in the Town of Seekonk with regard to stormwater management systems, certification of new subdivision roads for construction and updated constructions standards.
- September 11 and 23 and October 9 and 24, 2018, the Planning Board held a public hearing on the proposed 14-lot Definitive Subdivision, Kathleen Court located off Lincoln Street.
- October 9, 2019, the Planning Board held a public hearing to solicit public comment on proposed text amendments to the Seekonk Zoning By-laws: Section 1 (1.4.3 Lot Design/ Layout); Section 3 (3.1 Classification of Districts); Section 5 (5.1.4 Dimensional Table - footnote 5); Section 6 (6.10 Medical Marijuana Overlay District); Section 7 (Temporary Moratorium on Recreational Marijuana Establishments) for formal consideration for the November 19, 2018 Fall Town Meeting.

- January 22, 2019 the Planning Board conducted a public hearing relative to proposed re-zoning of a portion of 800 Fall River Avenue from R-3 to Multi-Family Development Overlay District.
- March 5, 2019 the Planning Board held a public hearing on the proposed 1-lot Definitive Subdivision at 685 County Street.
- April 10, 2019 the Planning Board held a public hearing on proposed amendments to the Seekonk Zoning By-laws: Zoning By-law Amendments to Section 2 (2.8 Site Plan Review); Section 3 (Zoning Map); Section 4 (4.2 Use Table and 4.3 non-Conforming Uses and Structures); Section 5 (5.1.4 Dimensional Table); and Section 6 (6.10 Marijuana Overlay District) for Spring Town Meeting.
- April 23, 2019 the Planning Board held a public hearing with regard to a petition of R.I. Seekonk Holdings for proposed Marijuana Cultivation and Wholesale Sale Overlay District and Partial Rezone of a portion of the property at 800 FRA Marijuana Overlay District being AP 8 lot 3 to place the “front” portion of the property within the proposed MCWSOD.
- April 23, 2019 the Planning Board held a public hearing with regard to an application of Julio and Lee-Ann Fonseca to rezone of the property located at 102 Burnside Avenue being AP 38, lot 134 from the Residential-4 zoning district to the Residential-2 zoning district.
- June 25, 2019 the Planning Board opened a public hearing on proposed revisions to the Rules and Regulations Governing the Subdivision of Land in the Town of Seekonk regarding electronic filing of applications, certification of storm water management systems, new public improvement and surety provisions as well as updated constructions standards.

Planning Board Continued

PLAN REVIEWS

Site Plan Applications

The following site plans were reviewed by the Planning Board in FY 2019:

- Application of Jeffrey Millette for a proposed auto dealership on the property located at 991 Newman Avenue located in an Industrial zoning district
- Application of Aubin Corp.-Lawrence Aubin for proposed new construction and associated site improvements on the property located at 1761 Fall River Avenue, being AP 1, Lot 153, located in an Industrial zoning district.
- Application of John Dichristofero for motor vehicle sales use on the property located at 14 Taunton Avenue being AP12, Lots 471 & 475 located in a Local Business and Local Business/R-1 zoning district.
- Application of the Town of Seekonk for proposed 2500 square foot Animal Shelter on the property located at 100 Peck Street being AP 18, Lot 11.
- of Town of Seekonk for Public Safety Complex Communications Tower located at 500 Taunton Avenue, being AP 18, Lot 10 located in the R-2MU zoning district.

Summary: 5 Site Plan submittals representing approval of approximately 23,000 square feet of authorized renovation, redevelopment, new construction, a new animal shelter facility, and new public safety communications tower.

Planning Board Continued

Subdivision Applications:

Form A Plans: 10 submittals reviewed; 5 new lots for development created.

Preliminary Plans: 0

Definitive Plans: 2 submittals reviewed;

- ✓ Kathleen Court 14-lot definitive subdivision of land located off Lincoln Street: approved.
- ✓ Escaler: 1-lot definitive subdivision of land located off County Street: approved.

Total new lots for development created: 11

(Please note new lots for development represents the net number of additional lots created)

MISCELLANEOUS

In addition to the above listed applications and amendments, the Planning Board and Town Planner also worked on the following miscellaneous projects over the last fiscal year:

- ✓ Implemented procedures with regard to incomplete subdivisions, initiated enforcement actions on incomplete developments, and instituted a periodic review of the active but incomplete subdivision list;
- ✓ Continued development of the Seekonk Open Space and Recreation Plan (OSRP) as an element of the Seekonk Master Plan through participation in the OSRP Working Group;
- ✓ Continued Participation in the assessment, remediation, outreach and reuse efforts related to the former Attleboro Dye Works at 36 Maple Avenue;
- ✓ Participated in preliminary efforts related to the 2020 Census;
- ✓ Preparation of amendments to the **Rule and Regulations Governing the Subdivision of Land in the Town of Seekonk**;
- ✓ Conducted joint meeting with the Board of Selectmen and Board of Health regarding development issues in Town;
- ✓ Developed the Draft Public Services Element of Seekonk Master Plan in coordination with SRPEDD;
- ✓ Developed the Draft Economic Development Element of Seekonk Master Plan in coordination with SRPEDD;
- ✓ Continued preparation of the Seekonk Master Plan update process.

Planning Board Continued

More information on most of the above listed applications and items can be found on the Planning Board's webpage at:

www.seekonk-ma.gov under Departments>Planning

The Planning Board also has a Twitter Account – @seekonkplanning

Respectfully Submitted,

John J. Aubin, III
Town Planner

"We are a very proud department and we strive to provide a high level of service to our citizens as well as those visiting our many retail and commercial areas"

- Chief Mace

Police Department

FY 2019 has been a year of transition for the Seekonk Police Department. Some of the most significant evolution has been absorbed by the Command Staff. The Chief of Police came to retire after serving 5 ½ years at that rank. The Town promoted the Department's only Captain to fill the vacancy left by the Chief. The Town then added the position of Deputy Chief to the ranks. It was the expectation this position would significantly assist the Chief of Police in the day-to-day operation and advancement of the Department. Two of the three Patrol Lieutenants are new to that grade. Three officers were promoted to the rank of Sergeant. Two of the Sergeants were assigned to the Patrol Division and one to the Detective Division. The Department hired three new Officers, two lateral transfers and one Police Academy graduate. The Department's budgeted personnel was increased to 40, but due to retirements and other officers separating from service, this staffing level has not been achieved as of yet.



The Detective Division has been very engaged with investigating an array of crimes within our jurisdiction. These investigations included Sexual Assaults, Larcenies, Organized Retail Crime Rings, Narcotics, Human Trafficking and other vice crimes, to name a few. They have also performed several employment background checks at the request of Town Hall, in addition to the in-depth background investigations for conditional police personnel. Due to promotions, and other staffing movement, the Division was short a Detective for a time. It was because of this vacancy, the Detective 4 pm. to midnight shift was suspended until a replacement was selected and trained.

The K9 unit has continued to be an invaluable resource to the Department. Both Mattis and Zuzo have accounted for approximately 70 calls-for-service. These calls were to detect the presence of illegal narcotics, to find missing or endangered persons, and used as a deterrent and/or instrument to apprehend aggressive suspects.

The Patrol Division, the backbone of our organization, has continued to maintain a presence in the Town's four schools, in addition to answering thousands of calls-for-service. The Division has seen an elevation in traffic duties, resulting in an increase in traffic enforcement (civil citations) vs. education (warnings).

In closing, the ending of FY 2019 has created a new direction for the Department's future. The Department's personnel and assets, utilized to improve services to the community at large, have been significantly increased over the past few years. With these growths comes greater responsibility to the Department to effectively enhance services, which this Department is ready to take on.

Respectfully submitted,

David F. Enos, Jr.
Interim Chief of Police

Police Department Continued

SEEKONK POLICE DEPARTMENT

	Chief	Dep.	Capt.	Lt.	Sgt.	Ptl.	Total
Administration							
Chief of Police	1						1
Deputy Chief		1					1
Patrol Division							
Captain			1				1
Supervisors				3	5	22	30
Detective Division					1	4	5
Prosecution Division					1		1
School Resource Officer						1	1
Administrative Assistants							
	Admin						
Exec Admin Assistant	1						1
Tech Admin Assistant	1						1
Total	3	1	1	3	7	27	42

Special Reserve Officers 13

Detention Attendants 8

Totals 21

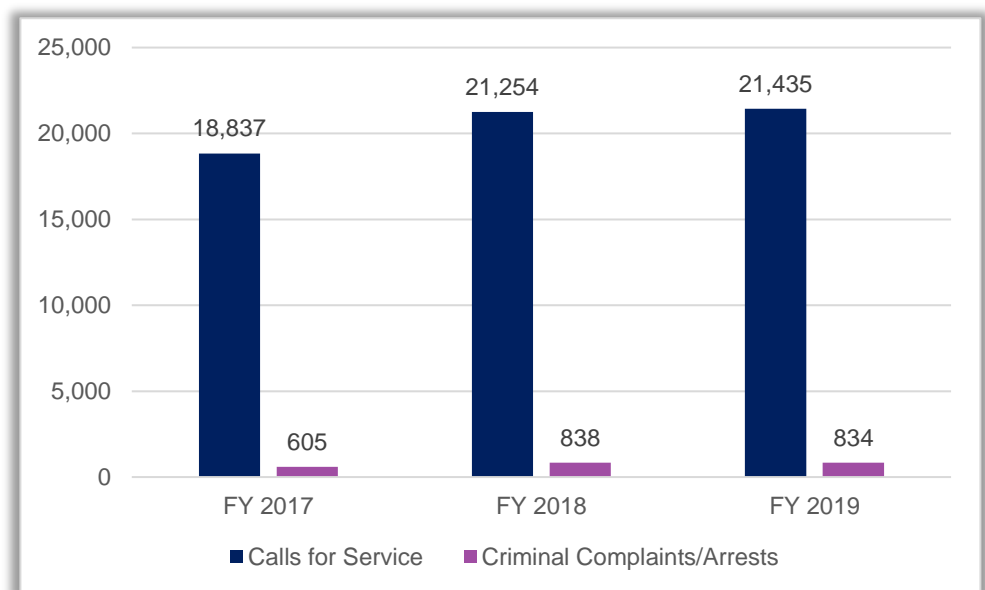
Police Department Continued

*The following is an abbreviated summary of the Seekonk Police Department
CRIMES STATISTICS for the following time periods:*

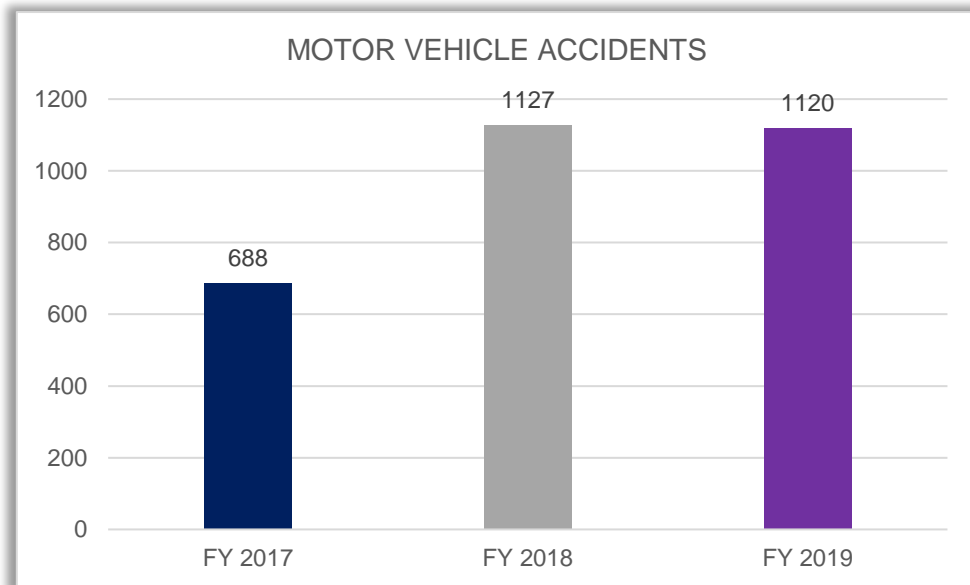
FY2017 - 07/01/2016 - 06/30/2017

FY2018 - 07/01/2017 – 06/30/2018

FY2019 - 07/01/2018 – 06/30/2019



Police Department Continued



Crimes	FY 2017	FY2018	FY2019
Robbery	6	7	1
Assault	32	49	30
B & E Dwelling/Building	29	19	26
Larceny	138	177	111
Motor Vehicle Theft	22	22	18
B & E Motor Vehicle	40	34	19
Vandalism	45	33	21
Shoplifting	111	79	84
Domestic Disturbance	89	118	92
Motor Vehicle Citations	4481	4209	4891
Alarms Business/Residential	1366	1322	1203

Fire Department



The demands of the Community during fiscal year 2019 continued to present a challenge for our Public Safety Department. However, just as in previous years, Department members remained steadfast in their dedicated approach to serving the Community. The Seekonk Fire Department responded to 3630 emergency incidents for the year which was an increase of over 195 incidents from the previous year's total. Thankfully, with the support of the Community, Town leadership and the dedication of Department personnel, we were once again able to meet those calls for service.

The Department over the year again increased its staffing levels and now operates with seven (8) firefighters and one (1) Lieutenant per group. The Department through planning will continue to work on the staffing issue that we have.

The Office of Fire Prevention continues to be a very busy area for the Department, the Fire Prevention office over the past year has been able to move forward the life safety inspection process forward so now we are getting into more businesses and conducting proper life safety inspections of these buildings to ensure the safety of everyone. On the residential side of things there have been several developments and the completion of a major multifamily complex which required a lot of inspections over the course of the year.

The E.M.S. Division remains our busiest portion of the Department; notwithstanding the addition of newly licensed paramedics, it is easier for us to staff two (ALS) Ambulances which helps us provide optimum service to the Community and not rely on mutual aid to cover our calls. By being aggressive and proactive our ambulance billing collections continue to increase. The improvements to our computerized EMS reporting system continued to provide the most efficient method available for billing purposes; allowing for optimal and speedier revenue receipts.

At the annual Town Meeting the citizens approved through the Capital Plan the purchase of a new Fire Engine, which the Department has in service as of now, and I would like to thank the voters for approving the monies for the vehicle.

e administrative staff will continue to evaluate the needs of the community which continue to increase year to year. We will look at staffing, apparatus, short term and long-term planning to meet the needs and demands of the community as well as being conscious of the cost to provide the services that we need to.

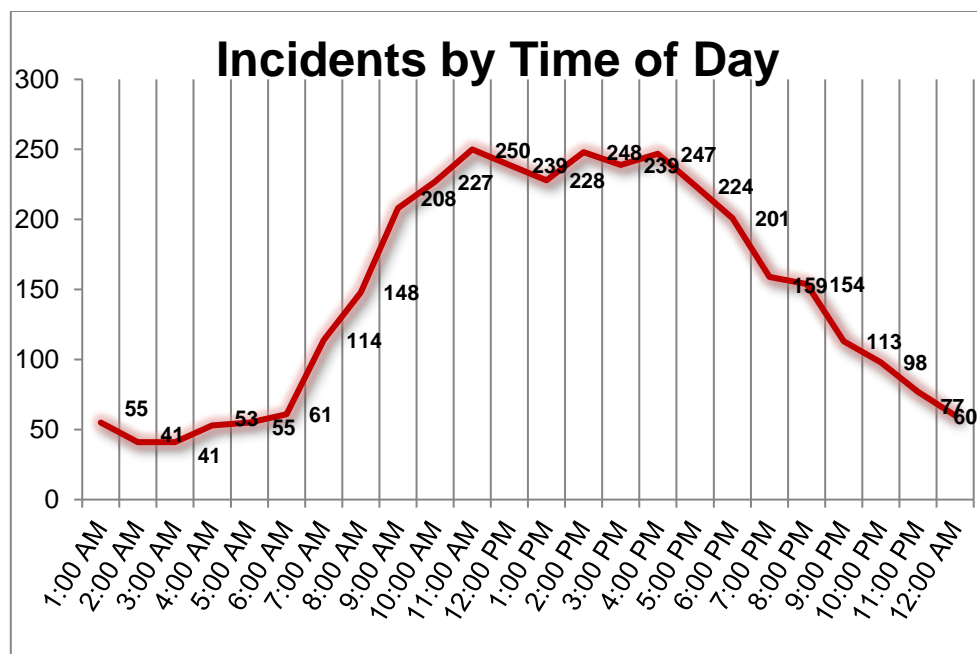
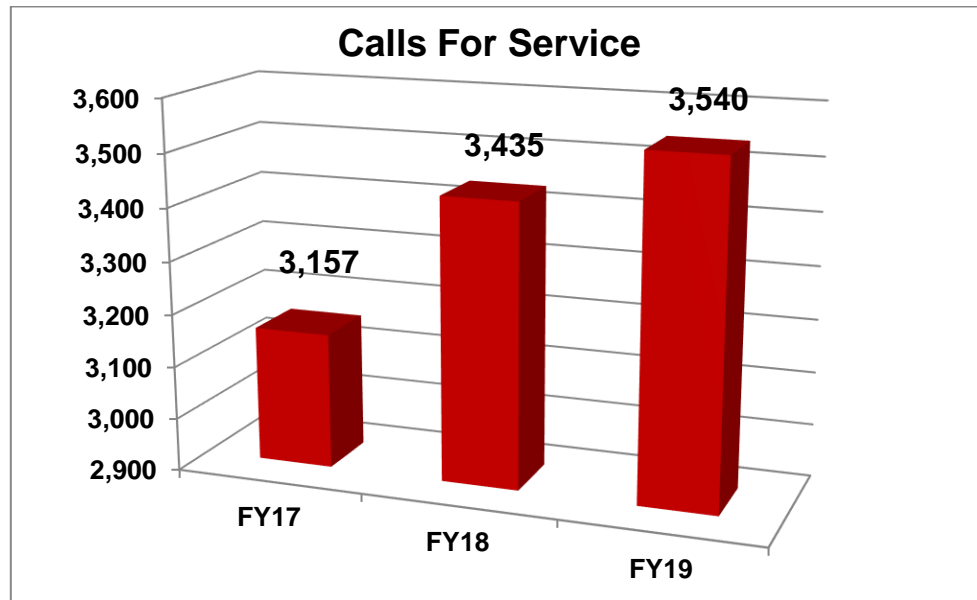


In closing, I would like to thank every member of the Seekonk Fire Department for everything that they do; they truly show the spirit of dedicated "Community Service". I want to thank the residents of Seekonk for their support because without that it would be difficult to move forward. I would like to thank the Town Administrator and the Board of Selectmen for their endless support that they have shown to not only to the Fire Department but also to the Town as a whole. It has been my honor to serve as your Fire Chief over the last year.

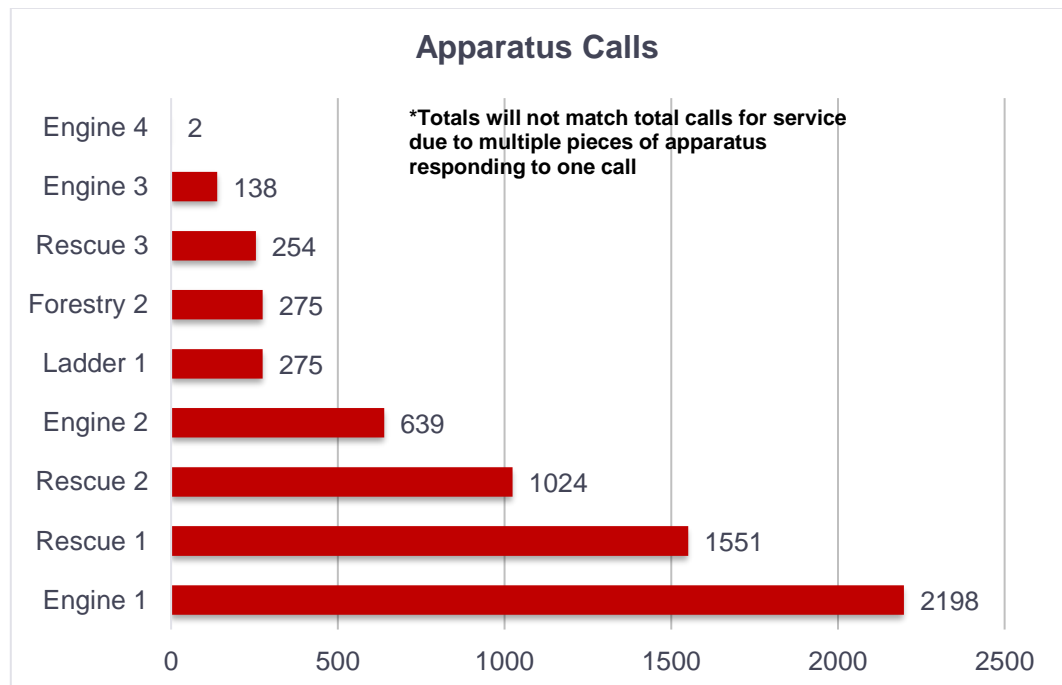
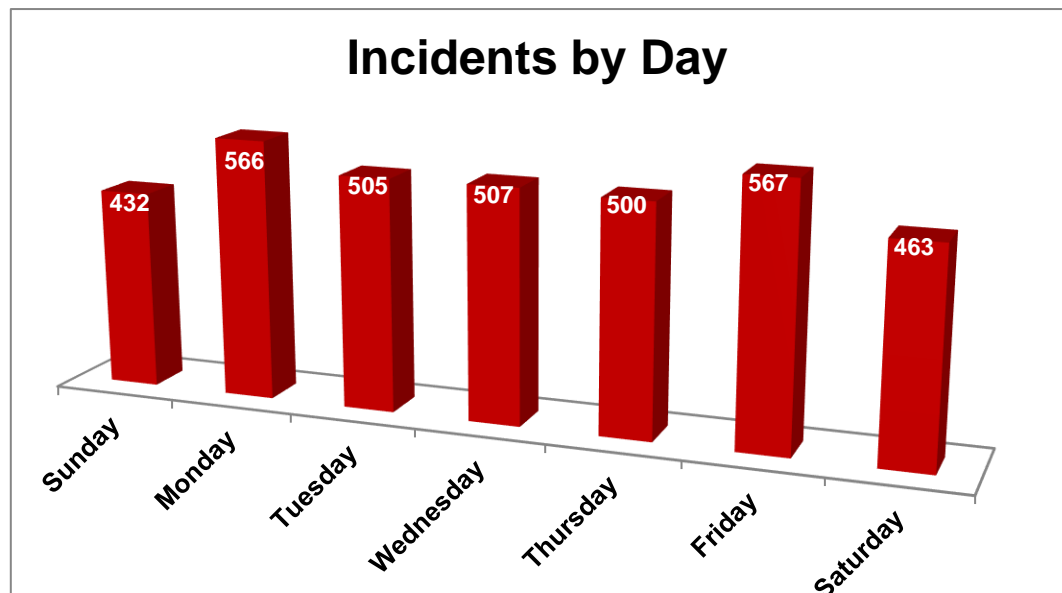
Respectfully Submitted,

Chief Michael P. Healy

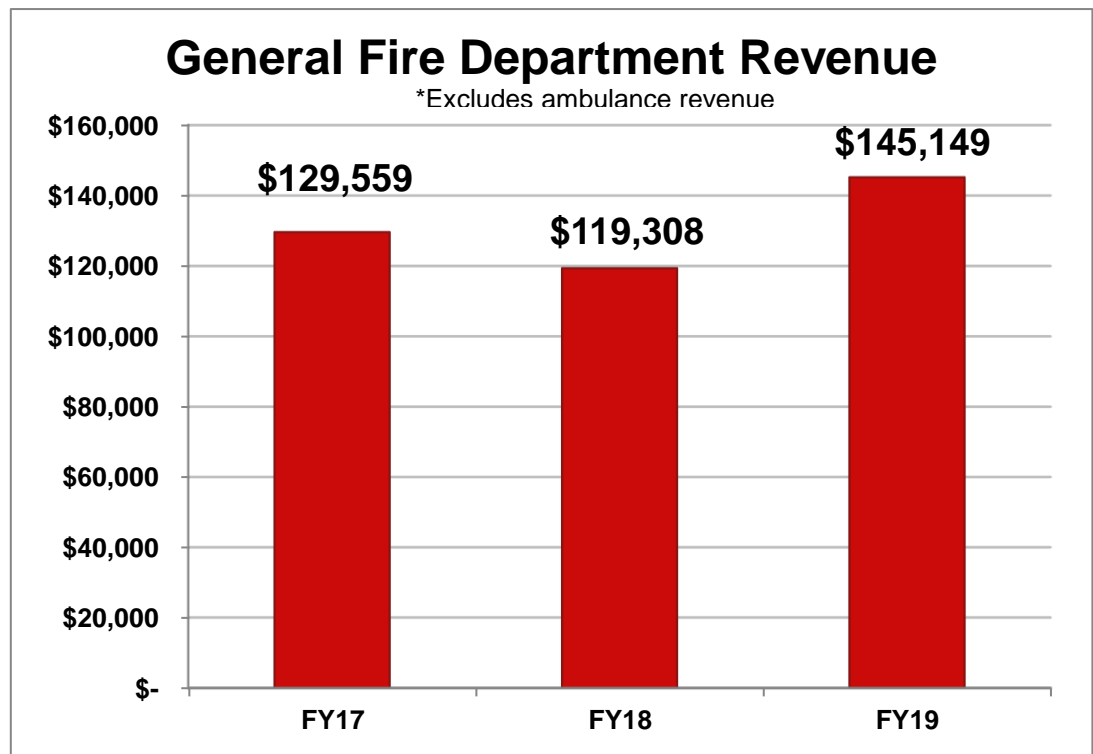
Fire Department Continued

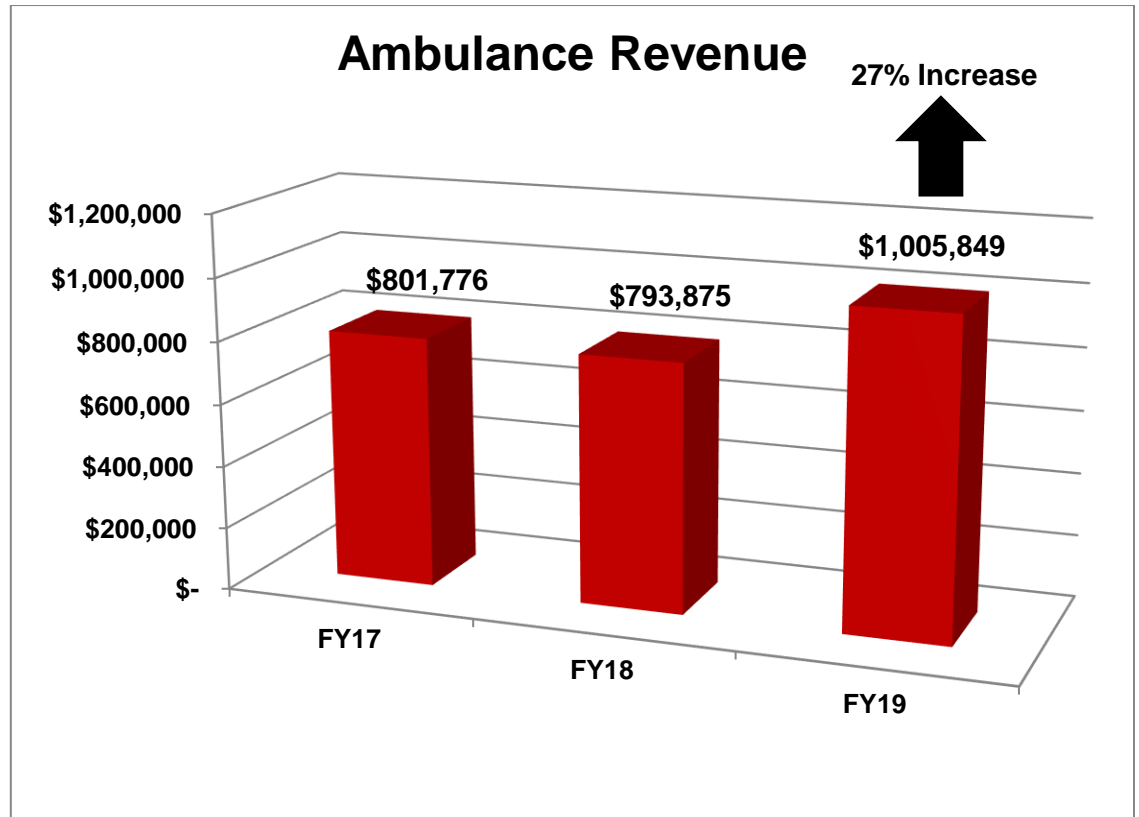


Fire Department Continued

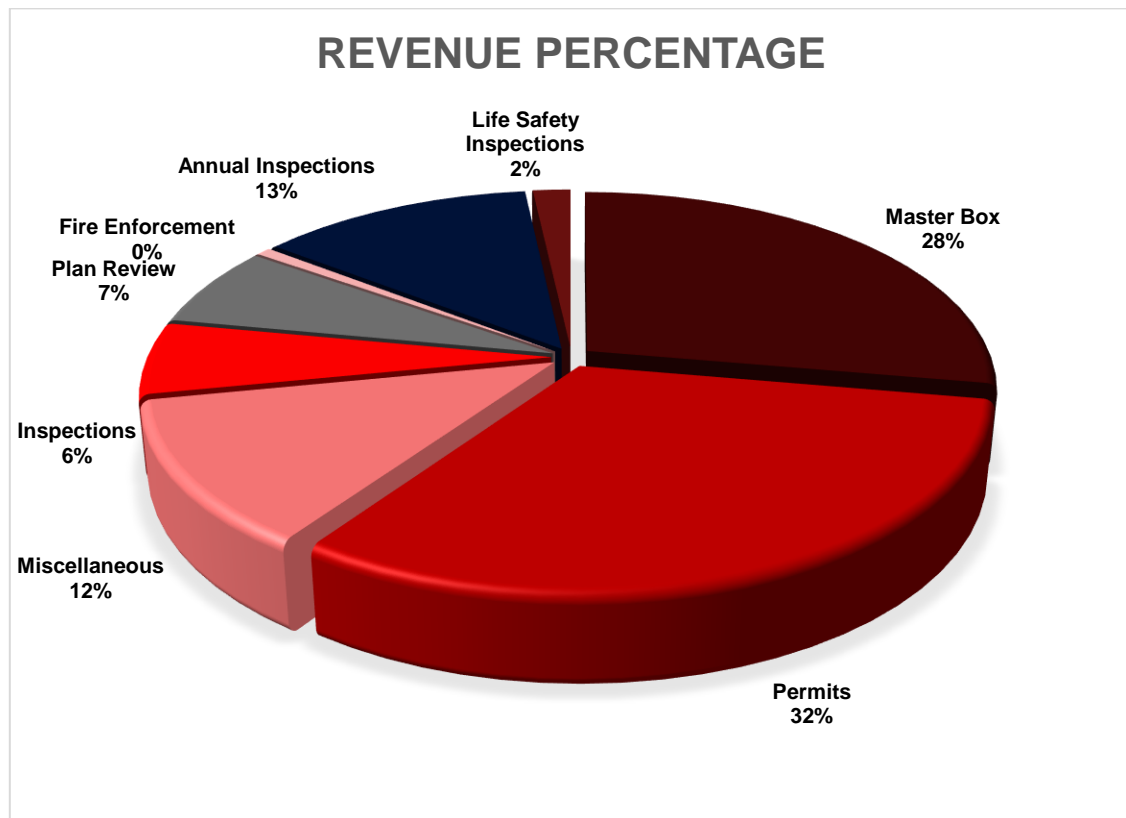


Fire Department Continued





Fire Department Continued



Communications Department

The Seekonk Public Safety Communications Department would like to thank our residents, Board of Selectmen, and Town Administrator for their continued support. It is my privilege to present the fiscal year 2019 Public Safety Communications Department annual report for your review. The Public Safety Communications Department serves as the primary link between the citizens of the community and the town's emergency services.

During this past year, our department continuously served the town while working around staffing shortages. With the exception of a few months the department had to maintain 24/7 coverage with one less Dispatcher. We maintained a high level of service to the Town and attended to the everyday needs of our community. Over the last year our Dispatchers worked long shifts, extended hours, weekends, and holidays.

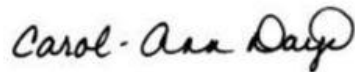
The Communications Department has also been spearheading the Public Safety Radio Project, which was approved at spring town meeting in 2017. The Public Safety Radio Project has progressed over the last year and is nearing completion. We would like to thank the previous Communications Director, Christopher Campbell for his impact on this project. More importantly we would like to thank Christopher Campbell for his years of service to the Town and wish him the best in his future endeavors.

I would like to take this opportunity to thank the Board of Selectmen and the Town Administrator for their support. Entrusting me with supervising the professional men and women of the Public Safety Communications Department. I would also like to thank the professionals in both Fire and Police who have supported and assisted the growth of this critical department. Finally, I would like to thank the Dispatchers of the Public Safety Communications Department for their dedication to this community, public safety, and each other.

Please take a moment to recognize the years of service and experience provided by the Dispatchers of Seekonk.

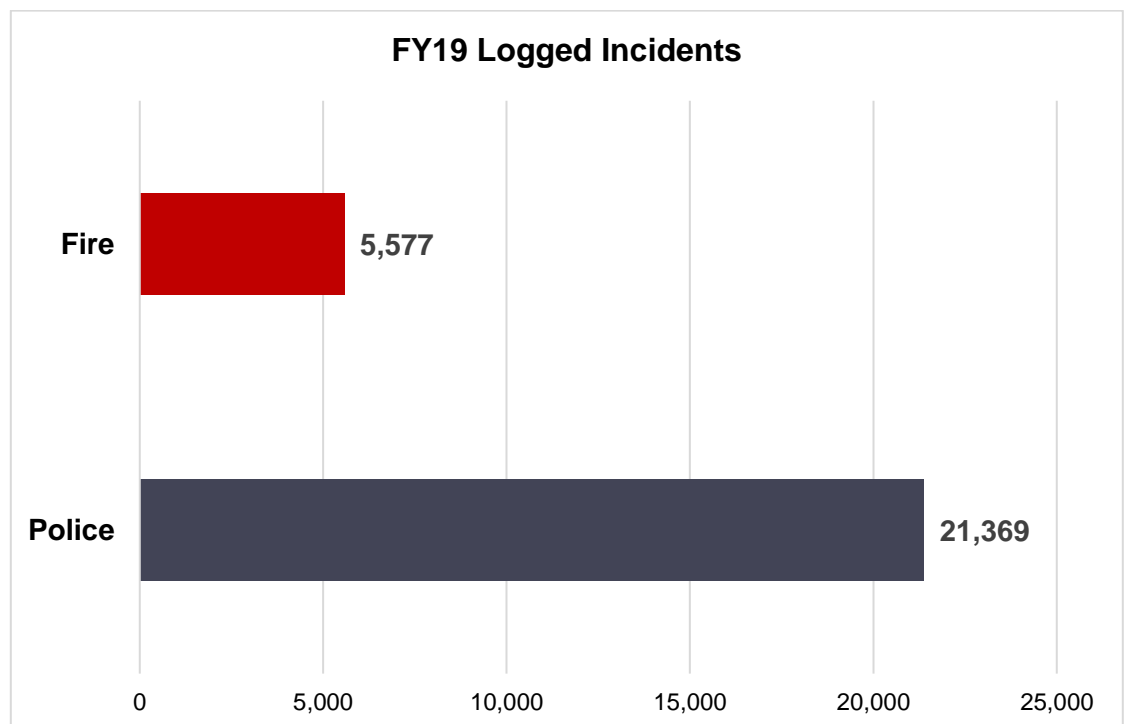
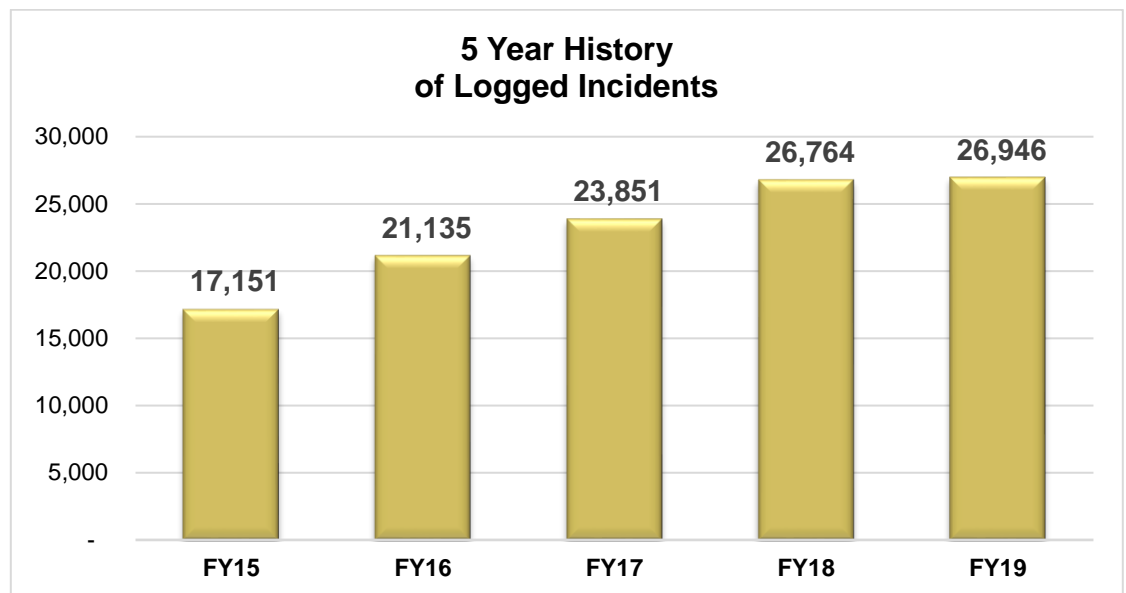
- Ronald Rickey – 18 years of service
- Roberto Costa – 12 years of service
- Katherine Cardoza – 12 years of service
- Jodi Pacheco – 9 years of service
- Nicholas Rondeau – 7 years of service
- Melissa Zasowski – 5 years of service
- Thomas Desserres – 3 years of service
- Taylor Cordeiro – 1 year of service

Respectfully Submitted,

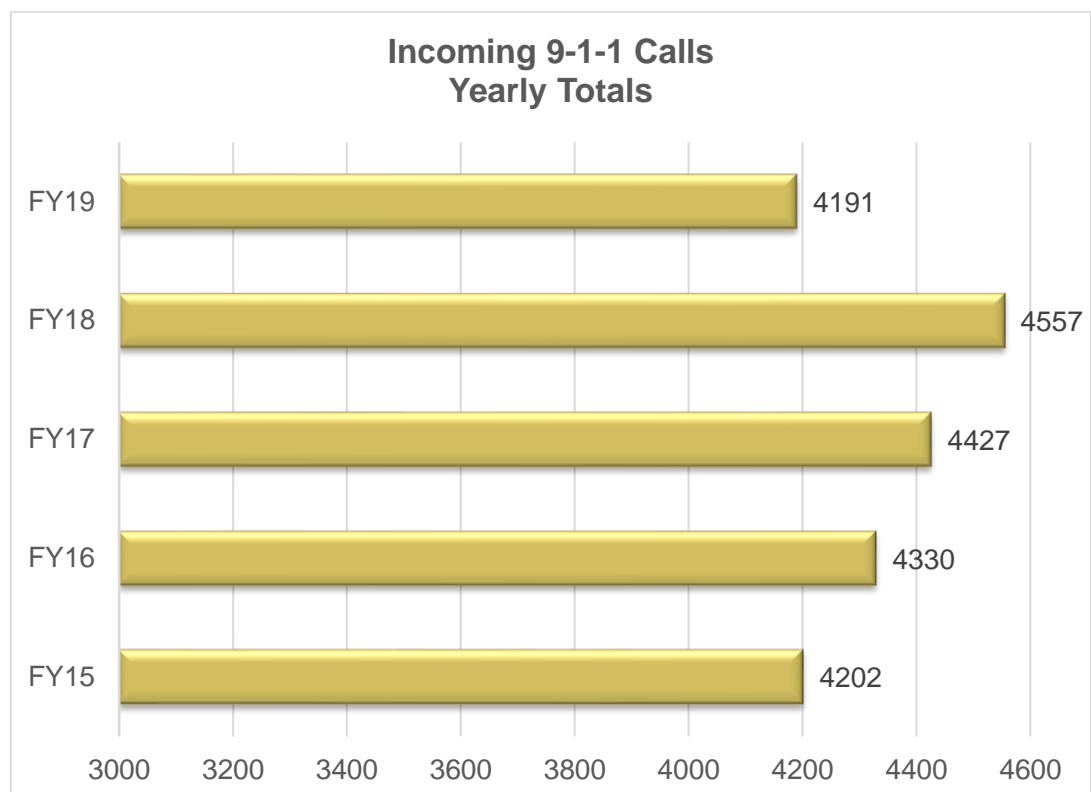
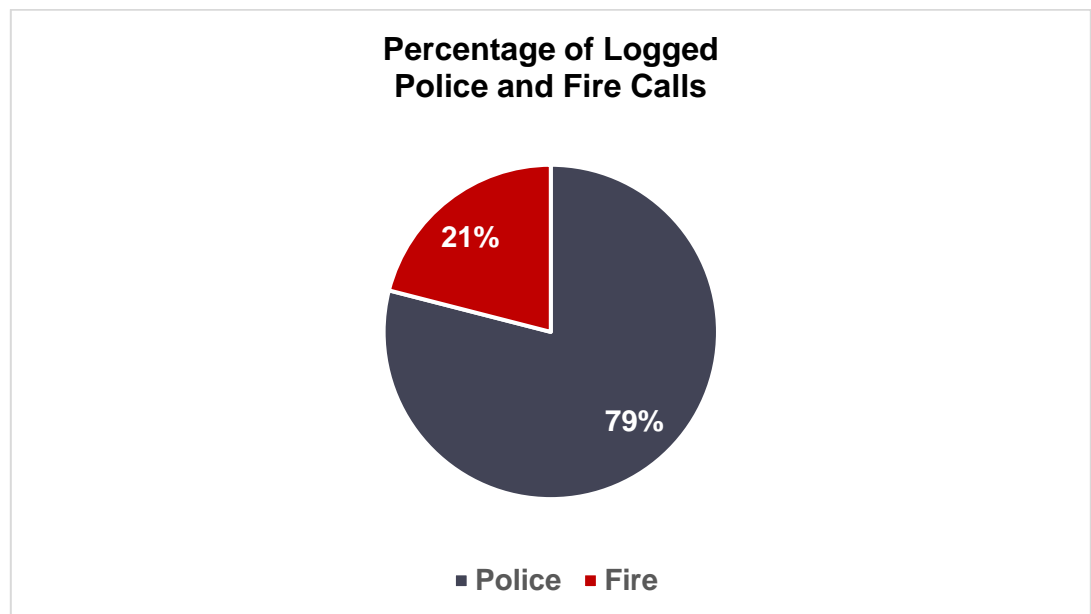
A handwritten signature in black ink that reads "Carol-Ann Days". The signature is written in a cursive, flowing style.

Carol-Ann Days
Director of Communications

Communications Department Continued



Communications Department Continued



Communications Department Continued

Yearly Total of 9-1-1 Calls by day

Day	Total	% of all Calls
Sunday	642	90.2%
Monday	663	85.5%
Tuesday	630	89.0%
Wednesday	652	85.9%
Thursday	685	89.2%
Friday	775	86.7%
Saturday	711	90.2%

Totals include outgoing calls

9-1-1 Call Answer Times

	9-1-1 Voice	9-1-1 Text	7- Digit Emergency
Answered within 10 Seconds	99.00%	66.67%	99.33%
Average Answer Time	00:03.1	00:07.5	00:03.2
Median Answer Time	00:03.0	00:08.5	00:03.0

Building Department

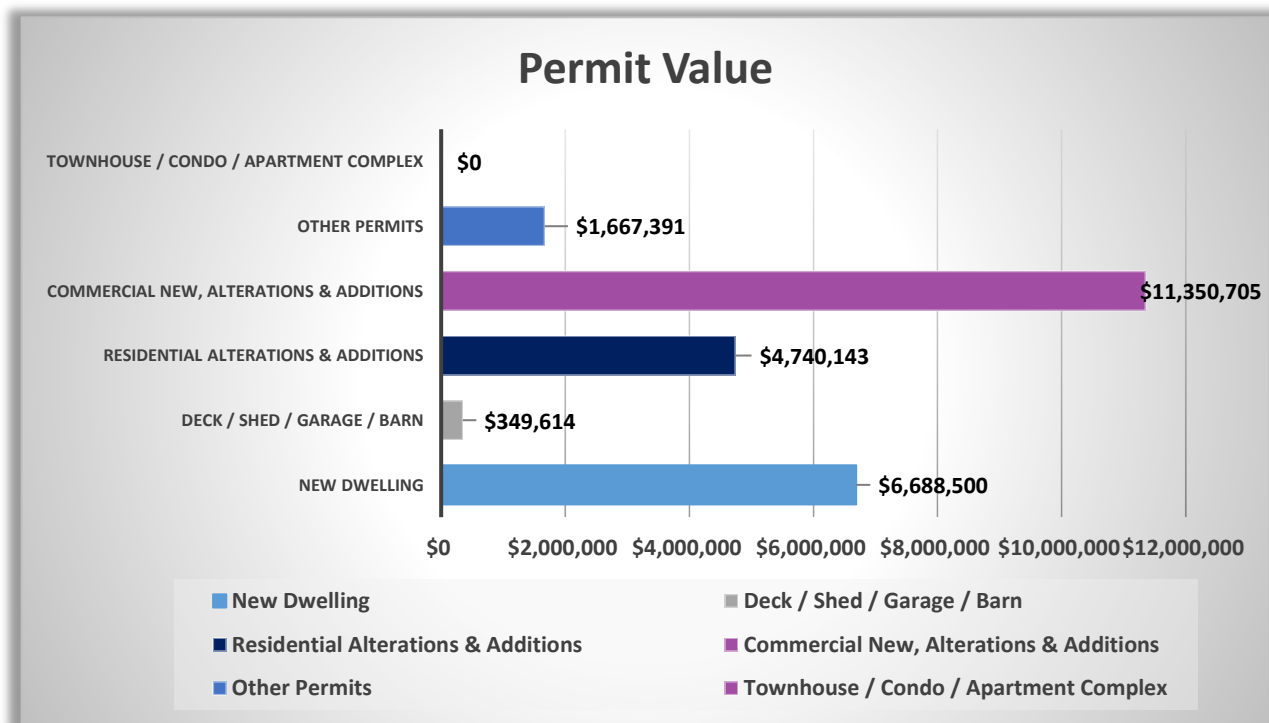
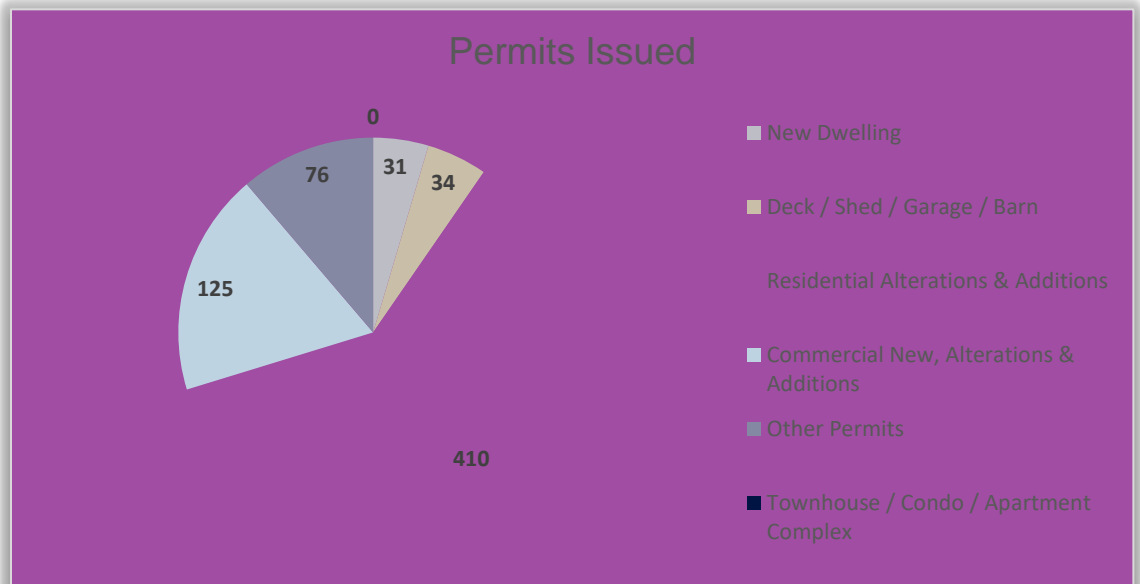
BUILDING PERMITS ISSUED

Permit Type	# Issued	Value	Fees Collected
New Dwelling (Single Family)	31	\$6,688,500.00	\$59,858.50
Deck / Shed / Garage / Barn	34	\$349,614.31	\$4,267.13
Residential Alterations & Additions	410	\$4,740,143.05	\$51,962.70
Commercial New, Alterations & Additions	125	\$11,350,705.11	\$94,665.76
Other Permits: Solar, Pools, Temp Structures & Antennas	76	\$1,667,391.14	\$9,984.68
Townhouse / Condo / Apartment Complex	0	\$0	\$0
Total	676	\$24,796,353.61	\$220,738.77

"Other" Permit Breakdown

Permit Type	# Issued	Value	Fees Collected
In-Ground Pool	2	\$41,500.00	\$206.00
Above Ground Pool	12	\$80,320.75	\$756.75
Residential Solar System	51	\$1,109,368.39	\$4,429.73
Commercial Solar System	3	\$168,615.00	\$1,097.20
Various "Other" Projects	8	\$267,587.00	\$3,495.00
Total	76	\$1,667,391.14	\$9,984.68

Building Department Continued



Building Department Continued

NOTABLE BUILDING PROJECTS:

August 2018

- ✓ Core & shell prep w/storefront replacement for future Ulta Beauty at 7 Commerce Way with value of \$453,998.00 and fees collected \$2,670.20
- ✓ New metal building at 44 Hollister Road with value of \$483,000.00 and fees collected \$4,576.00
- ✓ Complete renovation & addition of second floor at 1520 Fall River Avenue for future School of Rock location with value of \$351,500.00 and fees collected \$3,789.50

October 2018

- ✓ Martin School helical pile foundations for modular classrooms with value of \$18,500.00 and waived fees
- ✓ Aitken School helical pile foundations for modular classrooms with value of \$18,500.00 and waived fees
- ✓ New metal building at 68 Woodland Avenue with value of \$215,000.00 and fees collected \$2,512.90
- ✓ Martin School modular classroom installation with value of \$179,652.00 and waived fees
- ✓ Aitken School modular classroom installation with value of \$160,574.00 and waived fees

November 2018

- ✓ Ulta Beauty new tenant fit out at 7 Commerce Way with value of \$512,000.00 and fees collected \$4,251.00

December 2018

- ✓ Target interior renovation at 79 Commerce Way with value of \$1,314,236.00 and fees collected of \$5,844.41
- ✓ 27 Central Avenue tenant fit out for future Dollar General & Ace Hardware with value of \$1,150,000.00 and fees collected \$9,620.00

January 2019

- ✓ 96 Taunton Avenue tenant fit out for future Dollar General & Ace Hardware with value of \$1,006,000.00 and fees collected \$7,800.0
- ✓ 1314 Fall River Avenue complete interior renovation for new tenant spaces & updates to existing indoor fields for Won Sports Complex with value of \$516,857.00 and fees collected \$2,583.00

Building Department Continued

March 2019

- ✓ Animal Shelter new construction with value of \$1,220,795.00 and waived fees
- ✓ Façade renovation at 7 Commerce Way with value of \$700,000.00 and fees collected \$8,710.00

April 2019

- ✓ Cell Tower revisions to add new hardware at 1853 Fall River Avenue with value of \$200,000.00 and fees collected \$2,600.00

May 2019

- ✓ New construction for future United Rentals at 1761 Fall River Avenue with value of \$1,023,360.00 and fees collected \$10,673.00

FEES COLLECTED

TOTAL FEES

TOTAL FEES FOR CERTIFICATE OF INSPECTIONS:	\$ 5,047
TOTAL FEES FOR CERTIFICATE OF OCCUPANCY	\$ 4,300
TOTAL FEES FOR BUILDING PERMITS	\$ 1,295
TOTAL FEES FOR WEIGHTS & MEASURES	\$ 4,336
TOTAL FEES FOR COPIES:	\$ 149
TOTAL FEES FOR ZONING DETERMINATIONS:	\$ 1,960
TOTAL FEES FOR RE-INSPECTION:	\$ 2,929
 GRAND TOTAL:	 \$ 20,017

Building Department Continued

PLUMBING & GAS DEPARTMENT

PLUMBING PERMITS ISSUED:	174
PLUMBING PERMIT FEES:	\$ 22,007
PLUMBING INSPECTIONS PERFORMED:	228
GAS PERMITS ISSUED:	224
GAS FEES COLLECTED:	\$ 23,317
GAS INSPECTIONS PERFORMED:	232

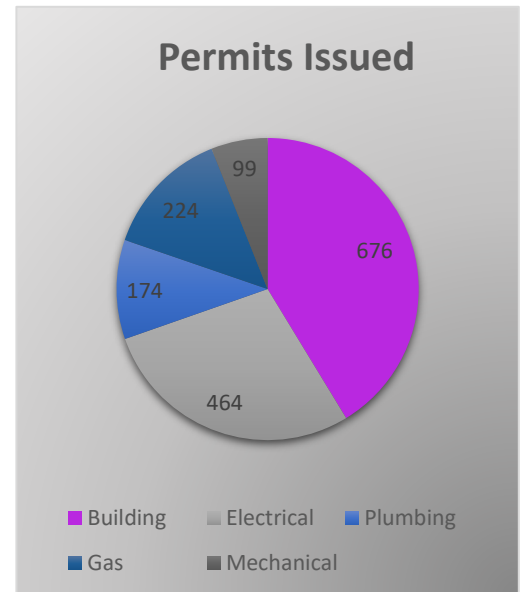
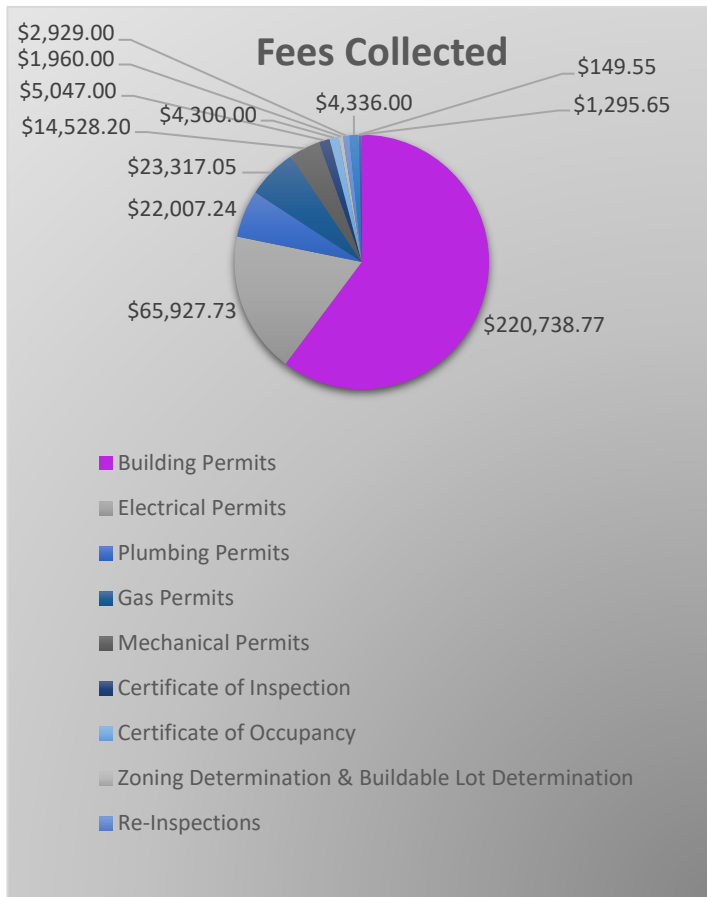
ELECTRICAL DEPARTMENT

ELECTRICAL PERMITS ISSUED:	464
ELEC. PERMIT FEES COLLECTED:	\$65,927
ELECTRICAL INSPECTIONS PERFORMED:	665

MECHANICAL DEPARTMENT

MECHANICAL PERMITS ISSUED:	99
MECHANICAL PERMIT FEES COLLECTED:	\$14,528
Total Department Permits Issued:	1637
Total Fees Collected:	\$366,536.19

Building Department Continued



Seekonk Animal Control

Fiscal year 2019 was a milestone year for Animal Control. We had our groundbreaking ceremony for our new animal shelter on April 3rd. We observe with excitement the daily transformation of a bare lot of land into a beautiful, functional building that will house our animals in need. We at animal control can't thank our Town Administrator Mr. Shawn Cadime, Town Officials, Building Committee and residents enough for making this new shelter possible. We would like to especially thank the Save-Pet-Society for their most generous donation to the Animal Shelter project. We are grateful for the countless hours by all the volunteers, without your support a lot of what we do for the animals would not be possible.

With the revitalization of the Gammino Pond parking area and efforts by the Conservation Commission to improve and maintain our trail systems, we have seen an increase of recreational use at several locations. Animal Control has had numerous complaints of dogs off leash, many of which are non-residents. In an effort to enforce by-law compliance, essentially making the areas safer for all to enjoy, Animal control has increased patrols at the Gammino Pond trail system as well as The Meadows and Turner Reservoir areas. The most common excuse from individuals off lease is "my dog is friendly". While that statement may be accurate, the other dog(s) on the leash may not like other dogs, they could be in training or an individual's service animal and the simple fact of your dog approaching may cause an issue or result in a dog bite situation. Because some adults and children are afraid of dogs, Animal Control would like to ask that you please be mindful of the rights of others to enjoy the open space. Please keep your dog(s) leashed at all times while enjoying these areas. In an effort to further enhance enjoyment of these trails, several of these areas will now have waste bag stations and receptacles for disposal of pet waste.

Seekonk Animal Control Continued

Animal Control would like to thank all residents who have complied with obtaining dog licenses



for the year. If your pet happens to be at large, this simple act helps us reunite you with your beloved pet in a timely manner and enables us to contact you in the event of an emergency. Putting a collar on the dog with these tags will also help with the reuniting process. If your pet goes missing, please contact the shelter immediately. If there is no answer, please leave a message on the machine, if we pick up a domestic animal we will check the machine in an attempt to reunite the pet with the owner. Posting the lost pet you've found is helpful, but many times the owner does not have access to social media and they are frantically out looking for their pet. Please notify the shelter immediately after finding a lost pet, we will safely secure the animal until the owner claims it. Unclaimed animals

are held for 7 days then begin the process to be posted for adoption. Just about all of the dogs we impound are claimed.

We have seen an increase of exotics this year such as potbellied pigs, ferrets and rabbits. Animal Control does so much more than your simple domestic dogs and cats. Feel free to stop by the shelter or browse our FB page for any of these animals available for adoption. ***"Friends of the Seekonk Animal Shelter"***

This past year we have really begun to see the benefits of our TNR (Trap, Neuter, and Release) program in town. Some of our older feral colonies have dissolved and others are being controlled. We also continue to work along with residents to resolve any feral cat issues they may have.

Seekonk Animal Control Continued

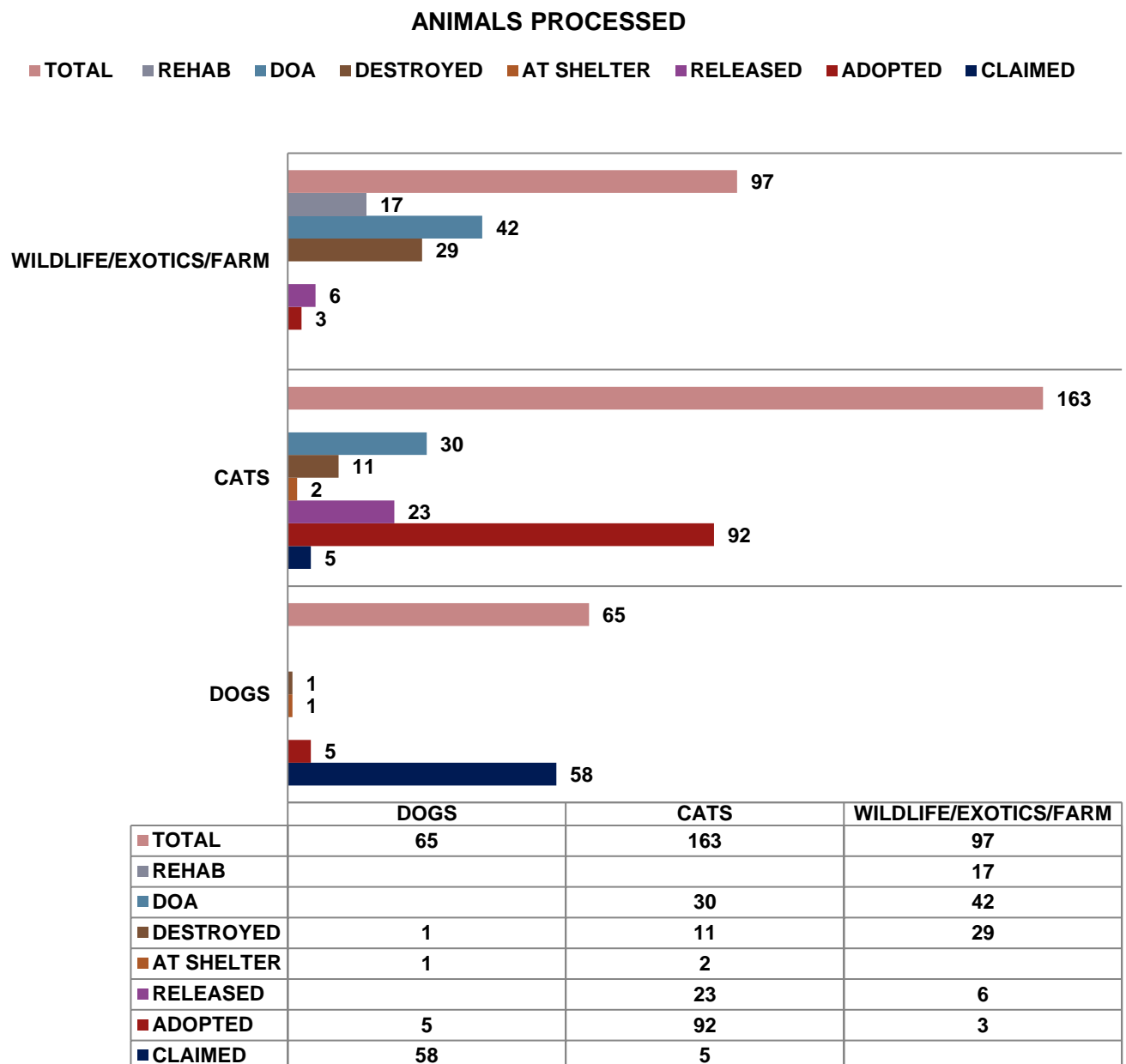
Wildlife calls again are on the rise as development continues within the town. It is illegal in the state of Massachusetts to trap, remove or relocate and wildlife, residents with concerns are strongly encouraged to visit the Massachusetts Division of Fish and Wildlife website to obtain useful information. www.mass.gov – Division of Fisheries and Wildlife. Animal Control receives many calls throughout the year with coyote and fox questions. While coyotes are most active at night, they are not strictly nocturnal. They are opportunists and will prey on outdoor cats and can be seen stalking small animals near outdoor bird feeders during the day and night. Fox are much smaller and for the most part are nocturnal but can and do come out during the day. Fox are generally no threat to humans and will prey on small rodents such as mice, chipmunks, birds and rabbits. Both coyote and fox prefer quiet times of the day and respond well to hazing if they become unwelcomed guests in your yard. Hazing consisting of air horns, hand clapping, spraying with a garden hose are effective, humane methods that can be used to scare them out of your yard. Coyote and fox are very susceptible to mange here in town. Mange is a skin disease caused by parasitic mites. It typically causes severe itching, hair loss, and the formation of scabs and lesions. Hair loss interferes with their ability to regulate body temperature so you will often find affected animals warming themselves in a driveway, mulch beds near a house or anywhere in the direct sunlight. This behavior also helps relieve the itching. Again, you may refer to the aforementioned website for more detailed information on wildlife in your area.

In closing, I would like to sincerely thank all our dedicated volunteers for all their help and support. Without your help we at animal control would not be able to provide such noteworthy service to our residents.

Respectfully,

Sharonlynn Hall
Animal Control Officer

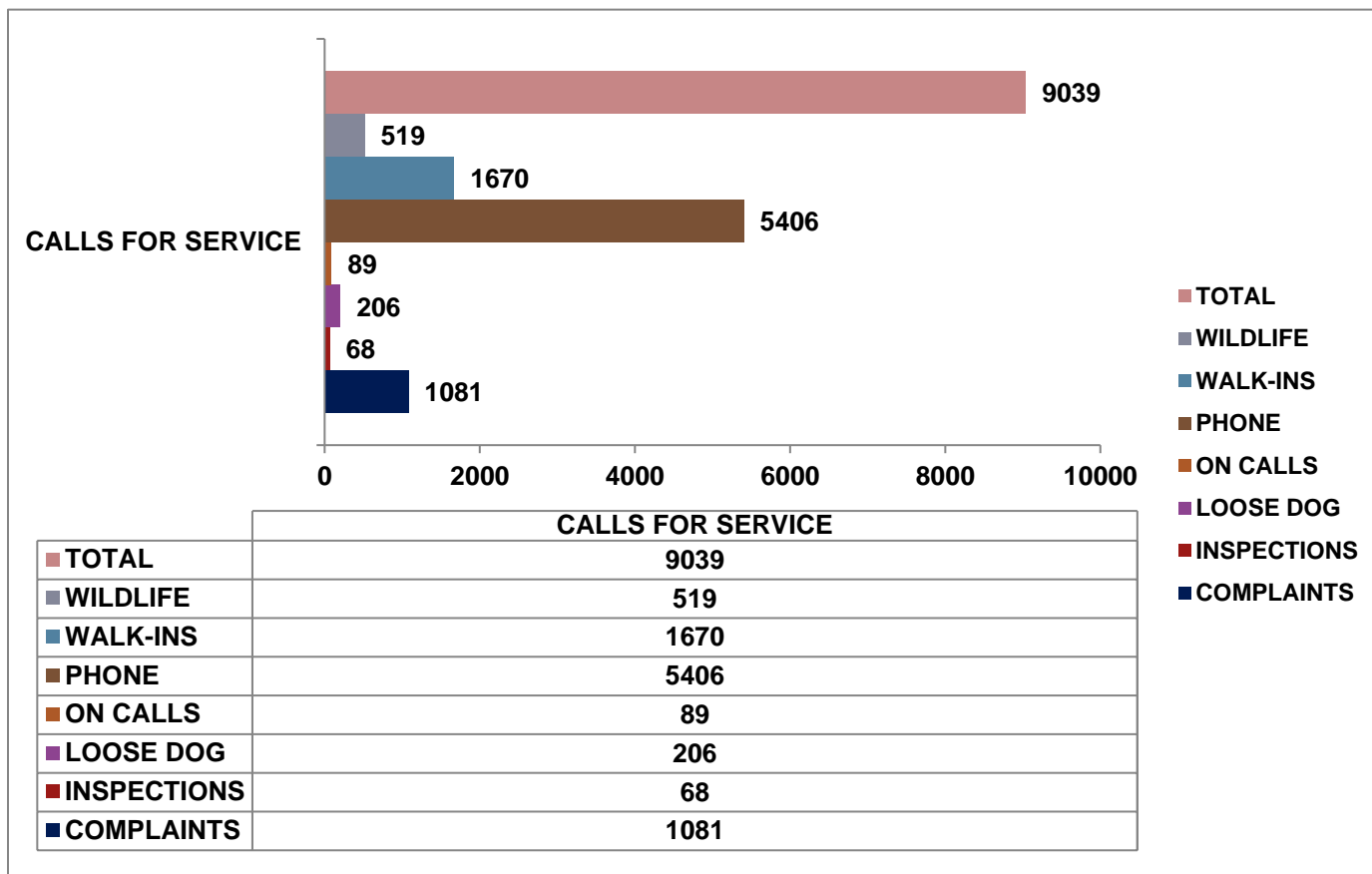
Seekonk Animal Control Continued



*Cats destroyed were cats with untreatable disease, fatal injuries or were wild cats with wounds that would require a 4-month quarantine for signs of rabies.

** Stray dogs that were destroyed were of vicious temperament or fatal injury.

Seekonk Animal Control Continued



Department of Public Works

MISSION STATEMENT

It is the goal of the Public Works Department to provide responsive, efficient and cost-effective services to the Town in a manner that safeguards public safety and promotes a clean and healthy environment in the public right-of-way. This is accomplished while also protecting public property, providing for existing and future infrastructure needs, and facilitating our residents' needs with quality customer service.



The Public Works Department responds to emergencies, addresses residents' concerns, plans for capital improvements, manages projects, reviews development proposals, inspects construction in the Town's right-of-way and easements, and is responsible for the operations at the Transfer Station. Our highway tasks include maintaining all streets, sidewalks, and stormwater systems, including swales and ditches, detention/retention and infiltration systems in a manner that will extend their useful life and ensure a safe environment for the public. Our facilities and grounds tasks include maintaining town buildings, recreational fields and conservation trails and areas. Our mechanics maintain police vehicles, town hall vehicles as well as all public works vehicles and construction equipment.

We are committed to assisting our residents and Town officials by understanding their concerns, keeping them informed, assuring quality work, partnering with other departments, and striving to improve our operations.

Department of Public Works Continued

FACILITY AND GROUNDS MAINTENANCE

The Department maintains the Town Hall, the Senior Center, the Library, the Public Safety Complex, the Banna Fire Station, the Animal Shelter, the Public Works Facility, the old Fire Station on County Street, the old School Administration building on School Street, and buildings, garages and concession stands at three recreational areas. Services provided to these facilities include janitorial, utility management, preventative maintenance, routine and reactive maintenance, capital improvements and emergency repairs.

Our Department assisted with soliciting quotes and overseeing the installation of a new standby generator at the Senior Center.

Our Department dedicated a fair amount of resources performing improvements at the Town Hall. We coordinated the carpet installation and moving of furniture. The Veteran Agent's Office was relocated from Town Hall to the Senior Center. Renovations were conducted to convert the former Veteran Agent's office to provide additional office space for the Building Department. The Planning Office was remodeled. We also assisted with Meeting Room renovations.

We also painted the Police Chief's office and the cells at the police station.

Our Department works closely with the Conservation Agent to maintain and improve trails, provide improvements to parking areas and trail heads at Gammino Pond, Burr's Pond and the Town Hall trails. DPW also maintains a meadow on a 10-acre conservation parcel on Chestnut Street utilizing a brush cutter. This property is maintained annually by the DPW.



Department of Public Works Continued

The Seekonk Meadows, adjacent to the Library, provides for passive recreational opportunities for residents and visitors. DPW oversees all activities that take place at this location which is situated on the Newman Avenue capped landfill. It is our responsibility to oversee the capped landfill including monitoring, mowing of swales and detention ponds, protecting the liner and ensuring compliance with DEP regulations. DPW also maintains the grass, fence, gazebo, walking paths and conducts annual mowing of the wildflower meadows. The walking paths of the Seekonk Meadows also provide access to the 50-acre Gammino Pond property on the adjacent conservation property.

DPW finished tree removal work at the Gammino Pond trail head. We utilized some of the logs along the parking area and walking trail to define the edges. We provided a new parking area, picnic area and installed a new sign with landscaping improvements at the Gammino Pond trail head.

The Public Works Department worked with the Veteran's Committee to provide a pad, granite bollards, decorative chain and other finishing touches for the M114 Howitzer located at the Seekonk Veteran's Memorial.

DPW provides outdoor grounds maintenance at all Town facilities, recreational sites, traffic islands, monuments and along all public ways. Typical sprinkler repairs occur on an annual basis. Public Works personnel continue to maintain 15 baseball fields, 4 soccer fields and several multi-purpose fields. In total, the Department maintains more than 127 acres of municipal property.

DPW conducted bid opening, attended preconstruction meetings, and participated in the groundbreaking for new Animal Shelter. DPW is also overseeing the construction of this project.

Assistance was provided to the School Department with various projects including placing mulch at the high school along Arcade Avenue, sweeping school parking lots, filling potholes and painting the basketball court at the Martin School.

We continue to coordinate and set-up for all Town meetings, elections, and ceremonies etc. by the Town Hall, Police and Fire Departments, Senior Center and the Library.

Department of Public Works Continued

In April the DPW hosted the Rabies Clinic held by the Seekonk and Rehoboth Animal Shelters. We assist Save-A-Pet with events throughout the year.

VEHICLE AND EQUIPMENT MAINTENANCE

The Department is responsible for preventative maintenance, inspections, and repairs of all Animal Control, Tax Assessor, Board of Health, Building Inspector, Town Administrator, Police Department vehicles and all Public Works vehicles and equipment.

Our capital improvement needs continue to be addressed with the purchase of new equipment. We purchased a new backhoe and roadside mower this year which are vital pieces of equipment for our operations and we are pleased to have this continued support. The backhoe is perhaps our most versatile piece of equipment and it is used weekly and at times daily. This piece of equipment is used to perform excavation work for catch basin repairs, road repairs, and performs a variety of different tasks including the ability to keep our roads clear of storm debris, load material into dump trucks, plow snow and clear the parking lot at the Public Safety Building with the use of a box plow.

HIGHWAY SAFETY PROGRAM

A number of factors are considered for highway safety; informational regulatory signs, pavement markings, traffic control devices and guardrails all help guide and control traffic. Pothole patching provides safe roadway conditions for motorists. Roadside mowing provides safe conditions for motorists and pedestrians.

Over 45 crosswalks are painted annually. We also paint stop lines at key intersections and paint the parking lots at our Town facilities. Pavement markings are painted annually along our main and secondary roads. The Department also utilizes thermal paint in specified locations.

MassDOT is planning to resurface Route 44 in a few years. As part of this project, MassDOT conducted a Road Safety Audit along the corridor. Improvements are being considered at the signalized intersections of Route 44 at Route 114A (Fall River Avenue) and Arcade Avenue. Improvements are also being considered at the intersection of Route 44 at Lincoln Street. MassDOT has coordinated this project with the Town and conducted several meetings.

Department of Public Works Continued

TREE REMOVAL

We solicited bids for Tree Services this year. The contract was awarded to Seekonk Tree. One of our main concerns this year is overseeing and prioritizing tree removal and tree trimming services. The Department identified and responded to many concerns regarding tree hazards. The Department takes a proactive approach to remove hazards as expeditiously as possible. The funding for these services is instrumental in removing tree hazards throughout the Town.

We have partnered with National Grid on many issues to eliminate hazards and save money. National Grid continues to have several crews working to clear trees and limbs surrounding primary wires at various locations throughout the Town.

ROADSIDE MAINTENANCE

The DPW is responsible for approximately 115 miles of road and over 125 cul-de-sacs and that number continues to grow as new subdivisions are built and accepted. The department takes a proactive approach whenever possible to eliminate road hazards. The Public Works Department receives numerous calls from residents and the Police Department relating to potholes and roadside vegetation. Overgrown vegetation often causes sight distance issues at intersections and along curved sections of our roads. These concerns are investigated and mitigated as quickly as possible.

Roadside mowing begins in April and continues through October/November. Roadsides are cut back at least twice annually, with many areas being addressed several times out of necessity. A new requirement this year affecting our Operators was the need to obtain a 4G operator's license to comply with regulations for operating a boom mower which is used for our roadside mowing operations. All of our Operators completed the exam for the 4G license allowing them to utilize our new roadside mower.

The Department also cuts and trims over 40 locations of memorials and islands and over 30 locations around guardrails. In addition, over 25 miles of sidewalks are maintained. The

Department of Public Works Continued

sidewalks are cleared of weeds and swept. During winter months, sidewalks are cleared of snow following each plowable storm. This is crucial for the safety of pedestrians, including children at all school locations.

The Town of Seekonk is responsible for the maintenance of Rte-152 from the Attleboro City line to the East Providence City line. This five mile stretch of road requires a great deal of resources from our Department. This corridor contains nearly 10 miles of sidewalks, a multitude of catch basins and over 3 ½ miles of drainage conveyance systems.

ROAD IMPROVEMENTS - CHAPTER 90

The Department continues to rely mainly on Chapter 90 State Aid funding for nearly all of its road construction and road improvement projects. Seekonk receives approximately \$580,000 in Chapter 90 annually.

There are many variables used to determine road improvement projects. Main and secondary roads, which experience higher traffic volumes and are subject to vehicles of greater weight capacities, may take preference for repair over residential streets. Cul-de-sacs encompass a large paved area which requires additional costs. The Department continues to utilize a variety of pavement management strategies to capitalize on our Chapter 90 funding.

This year, Applejack Lane, Dana Drive, Farm Street, Hemlock Street, John Alden Road, Noble Street, Scott Road and Sykes Road received a new double stone seal wearing surface. A leveling course was provided along Cole Street and Pine Street in advance of next year's final wearing surface application. This was performed to preserve the integrity of these roadways over the winter.

Department of Public Works Continued

Chapter 90 funding has also been utilized for engineering design services such as the Luther's corner intersection improvement project. This project was placed on the State Transportation Improvement Program (STIP). The final design was submitted to MassDOT in April, 2019. This project was advertised for construction by MassDOT in May and awarded to Ricon Construction. This project is intended to address capacity constraints and provide adequate pedestrian facilities at the intersection. It includes adding left turn lanes and protected left turn movements. Construction is anticipated to begin in Spring of 2020. The contract award was for \$2.2 million and is being funded by Federal and State.

SNOW AND ICE OPERATIONS



Applications were mailed to snow plow vendors and an advertisement was placed in the Sun Chronicle in September. We also placed sign boards on Routes 44 & 152 to recruit vendors which was very successful and we plan on doing it again for the 2019-2020 season.

This season was rather average with 18 snow events, 7 of which were plowable events. Each storm brings its own unique set of challenges.

DPW crews should be highly commended for the efforts through the winter months.

Sidewalk clearing operations occur with our two V-plows that attach to our trackless machines. These V-plows typically do great for storms of 6" or less. Wet snow and accumulations over 6" are better served with snow blower attachments. We were fortunate to have purchased a much needed snow blower attachment for the trackless machine a few years ago. We now have a new ribbon style blower which serves as our front line equipment during significant snow events.

The DPW administrative secretarial staff plays a key role in winter operations. They coordinate with police dispatch and assist in dispatching our plow trucks to clear streets for Police, Fire and Rescue responding to emergency calls. They work extensive hours answering resident's phone calls and relaying information to the residents on our progress.

Department of Public Works Continued

DEPARTMENT OF ENVIRONMENTAL PROTECTION MANDATED PROGRAMS

The Department of Environmental Protection (DEP) continues to mandate testing at several Town facilities. The Fall River Avenue and Newman Avenue landfills continue to be tested for contaminated groundwater and methane gas. According to the DEP, testing will continue for approximately 30 years following a landfill closure project. The Fall River Avenue Landfill capping project was completed in 2001 and the Newman Avenue Landfill capping project was completed in 2010.

A preliminary risk assessment study was conducted a few years ago at the Fall River Avenue landfill location due to an emerging contaminant which is known to exist at this location. We are responsible for monitoring the levels of these contaminants and the findings are now documented in the environmental reports. We were also required to add two more ground water monitoring wells at this location. DPW solicited quotes and assisted with installation of these new wells last year. These wells are also monitored and documented in the reports.

STORMWATER MANAGEMENT

Stormwater Management is an unfunded mandate administered by the Environmental Protection Agency (EPA). This mandate was imposed in 2003 and is a major portion of the Department's responsibilities. The Superintendent must devote a significant amount of time to review regulations, identify possible solutions, and implement Best Management Practices to remain compliant with the new regulations. Other requirements include Good Housekeeping Measures which led to audits of municipal buildings to identify sources of pollution, and the implementation of corrective measures to eliminate the pollution.

This year, small municipal separate storm sewer systems (MS4s) in Massachusetts were required to submit a Notice of Intent (NOI) to EPA for approval to discharge stormwater under their new permit requirements. GPI assisted us with this effort and we filed our NOI to the EPA.

The Department continues an aggressive road and sidewalk sweeping program. All Town roads are swept at least once, while main and secondary roads are swept more frequently. Sweeping

Department of Public Works Continued

operations occur from April through November. This is a key element in keeping our catch basins clean and reduces the amount of material removed during the annual catch basin cleaning process. In addition, this minimizes the amount of sedimentation that enters into drainage conveyance pipes, ponds, streams, wetlands and waterways. A contractor is hired annually to remove sediment and debris from about 1950 catch basins throughout the Town. These tasks are also a requirement of our EPA mandated Stormwater Management Plan.

As part of Public Outreach and Public Involvement we have implemented an Adopt-A-Drain Program. The program rewards residents who agree to adopt key drain locations and commit to keeping the location(s) free of debris during and after storm events on an annual basis. Residents who fulfill the agreement for a period of one year receive a free package of trash bags for their efforts.

We had record rainfalls during the month of October and November. We received numerous phone calls regarding flooding issues. Meetings were held with several residents to discuss drainage concerns at their properties. This also contributed to extensive sump pump discharge onto the roadways in a few neighborhoods after the rain ended due to elevated ground water levels. Flooding was a major issue on Alameda Drive at Route 6 and within the Alameda Drive neighborhood. The elevated ground water levels and discharge continued into the winter months causing safety concern with freezing conditions that occurred on the roadways. DPW temporarily diverted the discharge from one location which eliminated the flooding at Route 6. We applied salt to treat the roads in these neighborhoods throughout the winter.

A substantial amount of time was spent on drainage issues at 6 Jacob Street. Water from a broken storm drain was entering the basement of the residence. Apparently, a prior addition to the home was built over a drainage easement owned by MassDOT. The pipe discharged into a wetland area behind the home which is under jurisdiction of the Town. This took a coordinated effort between the resident, the Town and MassDOT. Each played an important role in understanding the issues, formulating a plan, complying with the process including formal reviews by Town and State officials and finally implementing the plan and resolving the issues. Although it took some time, the project was successful.

Department of Public Works Continued

SOLID WASTE AND RECYCLING

The trash program continues to be a success. The current program utilizes two 65 gallon carts for each household; one cart for recycling and the other for trash. The program also includes automated collection of the carts. The program has helped reduce litter and streamline collection services. During the year ABC Disposal collected 3,054 tons of trash and 1,609 tons of recycled materials from our residents.

A Household Hazardous Waste Day was held on Saturday, April 20, 2019. Free disposal of hazardous waste was made available to all Town residents by scheduling appointments with the Board of Health. Various hazardous products were collected and disposed.

The Town also sponsored Earth Day in April and America Recycles Day in November. Through the Recycle Coordinator, specific areas of litter and debris are targeted for cleanup and assigned to various groups and individuals with a combined total of roughly 145 participants. Approximately 73 trash bags were filled and collected. Also collected were numerous tires, wood and metal items. Participants included the Boy Scouts, Girl Scouts, a group of high school students and many community volunteers.

The Department of Public Works continues to maintain a waste oil and antifreeze drop off site. Waste oil and antifreeze are accepted at the Public Works garage at no charge to residents. Also collected at no charge to residents are NiCad and Lithium Batteries, mercury thermometers, smoke detectors and fluorescent bulbs. During the year 1,400 gallons of oil, 100 gallons of antifreeze, 6,262 pounds of electronics and 620 fluorescent light bulbs were recycled. The town also collected 28.89 tons of textiles from the clothing bins at the DPW and Library. The textiles were recycled and generated \$2,530.60.

Our Bulky Waste Collection program continues to be successful. Bulky items are scheduled for pick-up twice a month; the second and fourth Wednesday. Metal items and appliances are collected on the third Tuesday of the month. Bulky waste may also be brought to the Transfer Station and Recycling Facility (TARF) with the purchase of a Bulky Waste Pass.

Department of Public Works Continued

The Transfer Station is open for Bulky Waste disposal the second Saturday of the month for eight months of the year. It is closed in January, February, June and December.

The TARF is open daily on weekdays from 7:30 AM to 3:00 PM. It is also open every Saturday from 8:00 AM to noon from April through November for drop-off of yard waste and recycling. It is open the second and fourth Saturday of the month from 8:00 AM to noon the remainder of the year depending on the weather. Curbside collection of yard waste is performed during the month of May, from mid-October through the first week in December, and again during the month of January.

Typically, annual use of the TARF results in a large pile of brush at the Transfer Station. The brush pile is an accumulation of debris collected by the Public Works Department and brush dropped off by residents. The Department has secured funding for the rental of a tub grinder and screener to process the material. The grindings eventually becomes compost material which is made available for residents free of charge. Excess compost is sold to maintain space for future processing. The funding for the tub grinder was made available from the Sanitation Enterprise Fund.

SUPERINTENDENT'S OVERVIEW

The Department continues to be successful in all aspects of public works. Emergencies are responded to promptly, daily tasks are performed successfully, and the Department continues to complete many projects in-house saving taxpayers thousands of dollars in the process. Despite limited resources, this Department continues to be efficient and we effectively complete projects while being proactive whenever possible. The Department is taking on more and more responsibilities including maintaining trails and conservation land.

The Department continues to maintain all recreation facilities and has improved field conditions due to the implementation of aerating, over-seeding and fertilization programs. In all the DPW maintains over 127 acres of property.

Department of Public Works Continued

New development continues to be a contributing factor for additional work for the Public Works Department. As new subdivisions are completed and accepted, road miles are added which impacts the demands of the Department. Once new subdivisions are accepted, the DPW must begin maintaining the infrastructure including roads, closed drainage systems, swales and detention basins. Services provided to these new roads includes snow plowing and sanding, sweeping, roadside brush cutting and catch basin cleaning.

One of our primary goals is to improve the level of service of the various tasks being performed. As the Department continues to take on more tasks and responsibilities, it is important to consider additional staffing requirements to achieve our goals. We have taken steps to increase our staffing resources and will continue to do so to meet our demands.

I want to thank the various volunteers and members of Boards and Commissions who assisted the Public Works Department in any way. Your contributions are greatly appreciated.

The employees of Public Works Department are hardworking diversified group of individuals that performs a variety of tasks in all types of weather. We collectively continue to operate efficiently as a team and strive to perform our work in a professional manner and take pride in our work.

Sincerely,

Dave Cabral
Superintendent of Public Works

Conservation Commission

Richard Wallace
Chairperson

Michael Campagnone
Vice Chairperson

Kristin Kearney
Member

Nathan Socha
Member

David Roderick
Member

Jennifer Miller
Conservation Agent

Conservation Commission

Since its inception the Conservation Commission has been a seven-member appointed Commission, however, in April 2019, the Town voted to approve the charter change request to decrease the Commission membership to five. This change enables the Commission to regularly hold meetings with a quorum present. The Commission is responsible for administering the Massachusetts Wetlands Protection Act (MGL Chapter 131, Section 40) and the Seekonk General Wetlands Protection Bylaw. Conservation Commissions were created in the 1950's under the Conservation Commission Act and under the provision of the Home Rule Authority. Under this Act, a municipal Conservation Commission is the official agency charged with the protection of a community's wetland resources, including but not limited to:

- public and private water supply
- groundwater
- prevention and control of flooding, erosion, and sedimentation
- prevention of water pollution
- fisheries and wildlife habitat, including rare and protected species
- aesthetic, agriculture and recreation values

Within the parameters permitted by these laws, the Commission and staff review residential, commercial and industrial projects to minimize adverse impacts to the above listed natural resource areas. The Commission generally meets once a month and conducts public hearings on projects within their jurisdiction.

DESCRIPTION OF SERVICES**1. Wetland Resource Protection and Permitting:**

With regard to the Wetland Protection Act and Seekonk's Local Wetland Protection Bylaw, the Conservation Agent and Administrative Assistant provide staff support to the Conservation Commission and supervise the daily operation of the Conservation Office. The work includes, but is not limited to the following:

- counseling the public and project applicants on conservation issues and the requirements of the state and local wetlands protections

Conservation Commission Continued

- preparing and drafting Orders of Conditions, Determinations of Applicability, and Enforcement Orders
- reviewing wetland applications, including Abbreviated Notices of Resource Area Delineations, Notices of Intent and Requests for Determination of Applicability and the accompanying plans
- performing field visits to verify delineation of all wetland and water resource areas
- preparing information for the Conservation Commission public meetings
- maintaining the Commission's records
- inspecting sites for compliance and as requested by the Building Inspector, Board of Health, and Zoning Board of Appeals to determine if the applicants need to file with the Commission
- investigating and documenting violations and overseeing restoration activities as needed
- representing the Town's interests on regional environmental task forces, and acting as liaison between the Conservation Office and other departments and boards.

Projects Reviewed by the Commission, FY18

Category	FY19	FY18 Comparison
Determinations for BLDG., BOH, DPW, etc.	293	142 (106% increase)
Public Hearings (NOI's)	22	19 (16% decrease)
Public Hearings (Amended NOI's)	1	3 (67% decrease)
Public Hearings (ANRAD's)	2	2 (same)
Public Meetings (RDA's)	24	33 (27% decrease)
Extensions of OOC's	2	1 (100% increase)
Certificates of Compliance	19	10 (90% increase)
Violation Notices & Enforcement Orders	5	13 (61% decrease)
Site Visits (Agent)	268	223 (20% increase)

Conservation Commission Continued

The above projects generally consist of proposed commercial and industrial projects, subdivisions, single-family houses, additions, garages, pools, decks, utility projects and new septic systems required under Title V. Projects where work is proposed within the wetland buffer zone or riverfront area are reviewed by the Agent and the Commission through a Notice of Intent (NOI) or a Request of Determination of Applicability (RDA). Wetland resource delineations are reviewed through an Abbreviated Notice of Resource Area Delineation (ANRAD) or a Request for Determination of Applicability (RDA). The Enforcement Orders issued by the Commission were in response to various violations to the local conservation bylaws and/or the state Wetlands Protection Act.



2. Environmental Remediation Management:

Like many towns in this region, Seekonk's economic history is a mix of both agricultural and industrial uses, both of which, in some instances, have left residual contamination requiring modern-day remediation before the sites can be redeveloped.

One of Seekonk's sites that was most in need additional assessment is the former Attleboro Dye Works located at 36 Maple Ave in north Seekonk. Operating as a textile mill in the industrial era through the late 20th century, the facility used a number of heavy metals and other hazardous substances in fabric dyeing process, much of which was discharged into the Ten Mile River and the surrounding wetlands. While the mill has been defunct for several

Conservation Commission Continued

decades now, contaminants linger in the wetland soils and river sediments. In addition, a fire in 2012 leveled much of the building to a large debris pile, which also required assessment.

While reports and studies have been conducted by state and federal entities both before and after the 2012 fire, a complete analysis of the vertical and horizontal extent of contaminants at the site had not been conducted. In FY17, the Conservation Agent worked with the Town Planner and Ransom Consulting to make it a priority to secure grant funding to complete this vital first step of a full assessment. With the support of the Town Administrator, the Board of Selectmen, other department heads, and local organizations, we were successful in securing a recoverable grant from MassDevelopment for \$99,800 and a site-specific assessment grant from the U.S. EPA for \$350,000. In 2018, the MassDevelopment funding was directed toward completing assessment of the areas outside the building footprint, including the former wastewater lagoons, the Ten Mile River and the pond upstream of the mill's dam. While in 2019, the U.S. EPA grant was directed toward completing a full survey and wetlands delineation of all three parcels as well as assessment of the building footprint for both hazardous building materials and possible contaminants in soils and groundwater under the building as well as additional sampling near the wastewater lagoons, the parcel across the Ten Mile River, and in the newly identified "mill canal".

A very wet spring and summer delayed some of the sampling and pushed the completion date for the MCP Phase II and III reports to fall 2019. These completed assessment reports along with the survey and wetlands delineation will allow the Town to better determine site redevelopment options based on remediation requirements for the various areas within the disposal footprint.

3. Development of Open Space and Recreation Plan:

In cooperation with the Town Planner and Recreation Director, the Conservation Agent established an Open Space and Recreation Plan working group in 2017 consisting of members from all three departmental boards as well as the Seekonk Conservation Land Trust, to develop Seekonk's 2019-2026 OSRP. This living document will direct capital and stewardship projects

Conservation Commission Continued

for existing facilities as well as provide guidance with regard to future acquisitions and linkages between them. Public input is vital to this plan's successful implementation and therefore has been a focus of the OSRP development process.

In FY19, the working group has completed Sections 1-6 and has made significant progress on Section 6-9, which focus on goals, objectives, and action plans.

4. Conservation Land Acquisition and Stewardship:

Conservation of undeveloped land not only provides habitat for wildlife and protects natural resource values, like the groundwater supply, but it also preserves community character and provides opportunities for passive recreation.

While the Community Preservation Committee is charged with the acquisition of these conservation areas, the Conservation Office manages them in perpetuity. Currently, the Commission now manages just under 300 acres of conservation land.

Of the dozen or so acquisitions, the Burr's Pond, Gammino Pond and Arcade Woods conservation areas have established trails and staging areas. In FY19, the Conservation Office, DPW staff, and volunteers have moved towards providing regular, periodic maintenance for the Arcade Woods conservation area trails. Additionally, a tremendous amount of work has been completed at the staging area and along the trails for the Gammino Pond conservation area.



Conservation Commission Continued

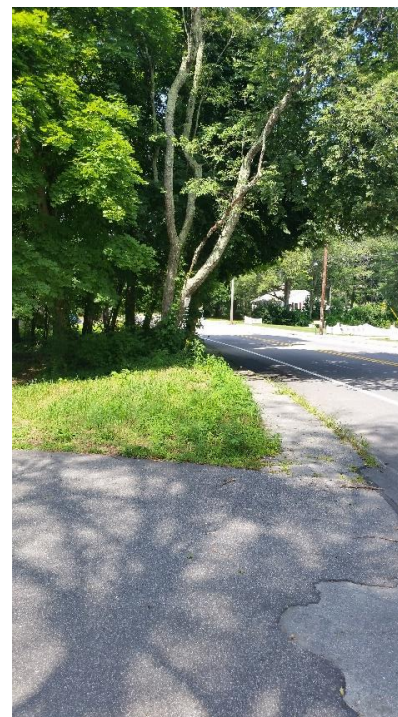
The recent improvements include:

- hazardous tree removals, in the staging area, along the roadway, and near abutters
- fabrication and installation of a new entry/monument sign
- installation of new fencing
- creating a defined parking area perimeter, which increased parking capacity
- providing a level, compacted base and adding gravel to the parking area
- establishing a new picnic area
- planting of native trees and shrubs
- refurbished kiosk with new trail map
- well-marked trails, including re-establishing access off West Ave
- directional and informational signs
- installation of trash and recycle receptacles
- installation of dog waste bag dispensers

Please see the following pages for the before and after photos.

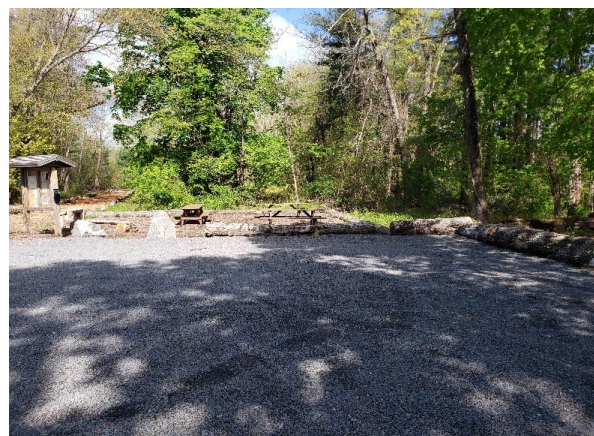
Conservation Commission Continued

BEFORE



Conservation Commission Continued

AFTER



Conservation Commission Continued

5. Environmental Education and Outreach:

Environmental education and outreach are vital components to ensuring the public understands the value and importance in preserving wetlands resource areas as well as other habitat types. This is especially true for school-age children, who live in a world inundated by technology and often lack regular connection to the natural world, yet will be the future stewards of these natural resources. Therefore, one of the goals of the Conservation Office is to foster a sense of connectedness and to provide opportunities for exploration and learning by increasing the number of school programs and public outreach events offered.

In FY19, the Conservation Agent presented to the Seekonk High School Science Club, which included some outdoor field time along trails behind the school. We also hosted the annual Town Hall field trip for all three 3rd grade classrooms from Martin School. Their morning was structured such that we hosted a mock Board of Selectmen meeting with each child taking on different roles of a typical BOS meeting, making it more experiential and realistic for the children. Unfortunately, inclement weather prevented the groups from exploring the trails behind Town Hall. The Conservation Office continues to offer a Nature Look & Find to all youth visiting the Arcade Woods trail.

STAFFING

1 full-time Conservation Agent, Jennifer Miller

1 part-time Administrative Assistant, Kim Lallier (50/50 shared position w/ Planning)

Conservation Commission Continued

FY20, AT A GLANCE

The Conservation Commission continues to strive to preserve the natural resources of Seekonk both within its jurisdictional purview and by encouraging environmental education, land acquisition, and stewardship. Proposed projects for FY20 are slated to include:

- **Wetland Resource Protection and Permitting:** Continued oversight for several commercial projects with active Orders of Conditions, including several commercial projects, roadway improvement projects, and new subdivisions.
- **Wetland Resource Protection and Permitting:** Continue to update Conservation permit data records, update online files and streamline hard copy files.
- **Wetland Resource Protection and Permitting:** Continue to seek compliance and restoration on outstanding and active enforcement orders within the Conservation Commission's jurisdiction.
- **Wetland Resource Protection and Permitting:** Continue to upgrade and improve the Conservation Commission webpages to make information easier to locate and the filing process easier to navigate.
- **Wetland Resource Protection and Permitting:** Continue to work with EnerGov staff and other Town personnel in launching our online permitting process.
- **Environmental Remediation Management:** Completion of assessment activities in fall 2019 at the former Attleboro Dye Works site, located at 36 Maple Ave. After assessment is complete, pursue additional grant funding in late 2019 through the EPA and MassDevelopment for site remediation.
- **Development of Open Space and Recreation Plan:** Work with OSRP working group to complete the OSRP and submit for review and acceptance.
- **Conservation Land Acquisition and Stewardship:** Completion of the Runnins River Trail project via installation of a crosswalk at the Arcade Ave trail junction, offering better trail connectivity and additional passive recreation opportunities to the residents of Seekonk as well as visitors

Conservation Commission Continued

- **Conservation Land Acquisition and Stewardship:** Increase trail visibility to community members and visitors via online trail maps and info, kiosk updates, and regular trail maintenance. In FY20, this will include working with DPW staff and volunteers to complete trail improvements at the Gammino Pond Conservation Area. At the Burr's Pond Conservation Area, we will focus on completing a wetland delineation, land survey, and submitting a plot plan with proposed improvements to the staging area to the Conservation Commission for approval. Activities at the staging area are proposed to include designing, fabricating, and installing an entry sign, reconfiguring the parking area and access road, establishing a picnic area, and fabricating and installing a kiosk with a map.
- **Environmental Education and Outreach:** Environmental Education and Outreach: Participate in and host additional outreach events and activities, to include:
 - ✓ Hosting an educational outreach booth at the 4th annual Trunk or Treat event
 - ✓ Facilitating field trip for 3rd grade classrooms at Martin School, focusing on wetland habitats via hands-on learning while hiking the Arcade Woods trails
 - ✓ Lead at least one guided trail walk at each of the conservation areas

Respectfully submitted,

Jennifer Miller
Conservation Agent

Board of Health

Victoria Kinniburgh,
R.N.
Chairperson

Jonathan Schiller, MD
Vice Chairperson

Guy Boulay
Clerk

Kyle Corbin, DC
Member

Jill DeMello, LICSW
Member

Jessica L. Horsman,
B.S., R.N.
Health Agent

Board of Health

The Board of Health consists of a five member board that is responsible for the health and well-being of our community. Through our continued day to day operations we protect the public and environment from emerging public health risks.

FOOD PROTECTION PROGRAM

Through the Massachusetts 1999 Food Code, we work diligently to make sure that all of our food facilities are held to a high standard. During Fiscal Year '19 we conducted 269 inspections in our establishments.

MASSACHUSETTS TITLE V

The Board of Health provides assistance in the enforcement of 310 CMR 15.00. *The State Environmental Code*. Through regular inspection we work with homeowners and installers to make sure the integrity of our environment is continually protected.

EMERGENCY PLANNING

Our department continues to work at the local and state level to ensure that the Health Department's emergency plans are efficient and up to date. We continue to work on our plans for the town's emergency dispensing sites along with sheltering plans. Although we hope to never use these plans, they are critical for being prepared for anything we may encounter.

Board of Health Continued

	License Issued	Fees Collected
Food Service Business License	193	\$40,024.70
Disposal Works Constructions Permit	190	\$29,450.00
Percolation Test	127 (26) Water Table	\$30,800.00
Dumpster Permits	515	\$26,556.65
Septic System Installers License	76	\$ 8,117.50
Trash Haulers License	81	\$ 5,937.50
Engineer/Sanitarian License	31	\$ 3,025.00
Septic Haulers License	30	\$ 2,100.00
Tobacco License	31	\$ 3,010.00
Well Installation Permits	23	\$ 2,650.00
Hotel/Motel License	12	\$ 1,650.00
Public/Semi-Public Swimming Pools	11	\$ 1,350.00
Other Violations	36	\$ 1,125.00
Burial Permits	33	\$ 800.00
Recreation Camp License	4	\$ 500.00
Portable Restrooms	43	\$ 430.00
Stable License	11	\$ 400.00
Body Art License	3	\$ 350.00
Tanning Facilities License	3	\$ 325.00
Health Club License	1	\$ 100.00
Sharps Disposal	26	\$ 208.00
Piggery Site License	2	\$ 100.00
Sub-Division Review	1	\$ 120.00
Copies	73	\$ 90.45
Plan Approvals	156	
Total		\$159,338.41

*Our Mission is to
protect the Public
Health, Safety and
the Environment for
the residents of
Seekonk.*

Board of Health Continued

HOUSEHOLD HAZARDOUS WASTE DAY

On Saturday April 27th, 2018 the Board of Health conducted our Annual Hazardous Waste Day. With the assistance of Clean Harbors, we were able to collect \$7,695.02 worth of hazardous waste. The residents who participated in this program are all grateful that this program is offered. The board would like to thank the town for their generosity in allowing us to continue this program. We look forward to having the opportunity to collect more waste in FY'20. We hope that this program will continue in the future.

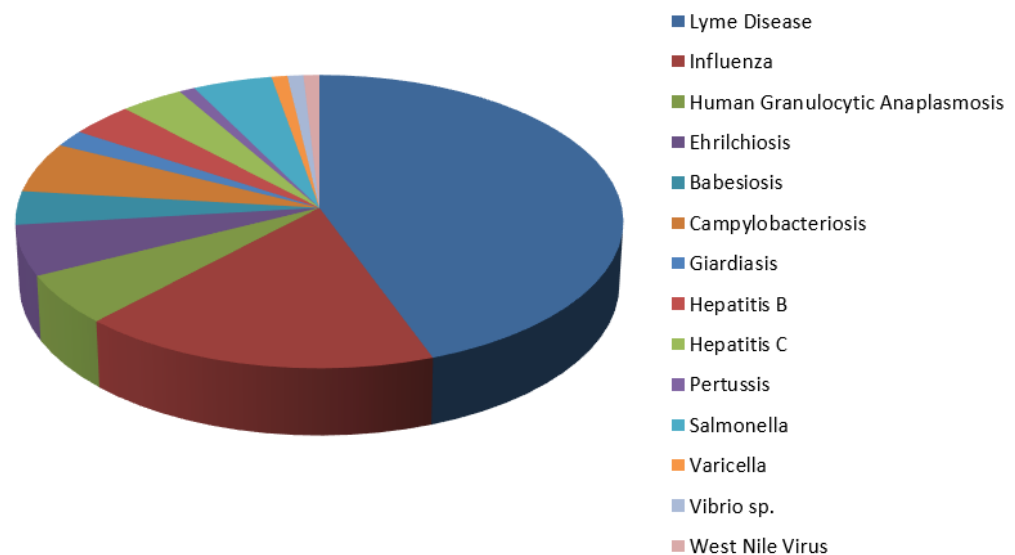
INFECTIOUS DISEASE

The Board of Health works closely with The Massachusetts Department of Health Epidemiology to monitor emerging infectious disease. Currently there are 68 reportable disease categories that are monitored by our office. During FY '19 a majority of our reportable diseases consisted of tick-borne illness. Lyme disease continues to be the highest-ranking reportable disease.

It is imperative that the residents of this community continually educate themselves about disease and methods to protect themselves when outdoors. Our office is always available to answer any questions or concerns.

We are also working closely with the state to continuously monitor the mosquito population. We receive weekly reports in regards to the testing of mosquitoes for Zika, West Nile Virus, and Eastern Equine Encephalitis.

Board of Health Continued



VACCINE PROGRAM

With the help of UMass Medical Center and the Massachusetts Department of Public Health, we are fortunate to have the ability to provide vaccinations to the local community. Through the fall, we conducted a number of Flu Clinics including the Seekonk Library and Public Safety along with providing services to the Seekonk Schools and Home Visits for immobile residents.

Respectfully Submitted,
Jessica L. Horsman B.S., R.N.
Health Agent

Seekonk Veterans Services



James H. LaFlame
Director of Veterans' Services

MISSION STATEMENT

The Mission of the Veterans' Services Department is to provide eligible veterans and their dependents with benefits to which they may be entitled under federal, state and local law, in accordance with established policies and procedures.

VISION STATEMENT

The Veterans' Services Officer (VSO) will implement information, experience and knowledge to assist all veterans and their dependents in obtaining all benefits and entitlements through education, communication and technology.

OBJECTIVE STATEMENT

The Veterans' Services Department fully understands the problems which confront veterans, widows, widowers, and all eligible dependents. The VSO knows the extent, the meaning and the application of laws that have been passed by Congress in the interests of Veterans and their dependents. They also know the rules and regulations adopted by the Department of Veterans Affairs to clarify and implement those laws. The VSO will apply specialized knowledge in the best way suited to the needs of every individual veteran or other beneficiary who comes to the office for assistance.

Seekonk Veterans Services Continued

NEW COMMITTEE

During FY2019, the Seekonk Veterans Memorial Park Committee, was dissolved. The committee had served its purpose, so The Seekonk Veterans Council was formed in its place. The new committee has a larger scope than the previous one. In addition to maintaining the park, they oversee all of the Gold Star Memorial sites throughout the town. The committee also assists the VSO with the planning and execution of the Seekonk Memorial Day Parade and both the Memorial Day and Veterans' Day ceremonies.

SEEKONK VETERANS MEMORIAL PARK

Since the park's dedication on Memorial Day weekend of 2016, the site has served as an excellent place to host Memorial Day and Veterans' Day ceremonies. The park honors all Veterans, especially those Seekonk residents who sacrificed their lives in the name of freedom.

Pavers will continue to be sold by the Friends of The Seekonk Memorial Park. The pavers are 12" x 12", which provide 8 lines of text, 17 characters long. Note, all paver requests are "Pre Order Now, Pay Later." Pavers will be engraved twice a year; prior to Memorial Day and Veterans' Day. Forms are available at the Seekonk VSO's Office or via download at any of the Online Resource links at the end of this report.



Our Mission is to provide eligible veterans and their dependents with benefits to which they may be entitled under federal, state and local law, in accordance with established policies and procedures.

Seekonk Veterans Services Continued

OVERVIEW OF FISCAL YEAR 2019

The Veterans Services Department provided medical, financial and fuel assistance for 15 Seekonk Veterans and their spouses. This assistance is via the state sponsored benefits under Massachusetts General Law (MGL), Chapter 115. To qualify, the Veteran or surviving spouse must be low income and low assets. This is based on 200% of the Federal Poverty Level (FPL). Contact the VSO if you believe you may qualify for the benefit.

The office also assisted numerous veterans with medical claims through the Department of Veterans Affairs (VA), helped to secure funeral funds, and ensured veterans received all applicable bonuses to which they were entitled.

The Seekonk Department of Veterans Services falls under the Massachusetts Department of Veterans Services (DVS). However, this office does take on VA claims and are assisted by National Services Officers that work for DVS. Most Seekonk Veterans and their spouses are over the income/asset limit for Chapter 115, but may qualify for federal benefits, especially those who suffered service-related disabilities. Securing federal benefits also lessens the burden of Seekonk and Massachusetts taxpayers.

As of November 2018, Seekonk Veterans were annually receiving \$244,232.12 in federal benefits. These include medical compensation, VA pensions and Death Indemnity Compensation (DIC) for spouses of Veterans who died from service-related illnesses.

For Korean War Veterans, the VSO may assist you applying for the Korean Ambassador for Peace Medal. This is done through the Consulate General of the Republic of Korea in Boston. The Veteran must have served in Korea or Korean waters / airspace.

Seekonk Veterans Services Continued

This office provides graveside flags and markers for Seekonk residents and for those Veterans buried in Seekonk cemeteries. We also assist with VA requests for headstones, markers and medallions. Those are provided free of charge for eligible Veterans and may be requested online at va.cem.gov.

We annually receive numerous requests for DD 214s or the equivalent discharge documents; note the DD 214 became the universal discharge document for U.S. Veterans starting in 1950.

Veterans that wish to receive a copy of their DD 214, their military records (to include medical records), the town's Veterans' Services Officer will assist you in that process. For those who were Massachusetts residents when they entered the service, DD 214s can usually be pulled immediately from the state's military database. For anything else, the VSO will assist you in filling out the paperwork to request the records from the National Personnel Records Center in St. Louis.

All Seekonk veterans that have questions pertaining to their benefits are encouraged to call the undersigned at 508-336-2940 or stop by the Veterans' Services Office located at the Seekonk Senior Center.

ONLINE RESOURCES

The Veterans' Services Department section of the Seekonk town website is full of information and resources that are helpful to Veterans.

<http://www.seekonk-ma.gov/veterans-services>

The Seekonk Department of Veterans Services has an active Facebook group. It is a closed group, so it requires the page's administrator acceptance. The page is continually updated

Seekonk Veterans Services Continued

with information beneficial to all Veterans, not just Seekonk or Massachusetts Veterans. The group may be found at the following:

<https://www.facebook.com/groups/1660455644267225/>

The Friends of The Seekonk Veterans Memorial Park maintains a Facebook group which provides updates and photos of the site. The group may be found at the following:

<https://www.facebook.com/Friends-of-The-Seekonk-Veterans-Memorial-Park>

Respectfully Submitted,

James H. LaFlame

Director of Veterans' Services

**Human Services
Council**

Michelle Hines

Josephine Veader

Anne Libby

Anita Gendron

Irene Andrews

Guy Boulay

Beverly Della Grotta

Terry McGregor

Seekonk Human Services

Fiscal year 2018 marked our second year at our current location for Seekonk Human Services. We are still partnering with the YMCA to provide excellent programs for our town residents. Due to the over flow of participants in our daily activities, the Knights of Columbus is still graciously allowing Human Services to use their parking lot.



Fiscal year 2019 marked our third year at our current location for Seekonk Human Services. It was a great year with a lot of growth in the department, including the addition of the Veterans Services Officer into our building.

Due to the growth and overflow of participants in our daily activities, the Knights of Columbus graciously allows Human Services to use their parking lot as a secondary lot.

We continue to partner with the YMCA to provide excellent programs for our town residents. We provide physical fitness classes daily. Classes include Chair Yoga, Silver Sneakers, Zumba, Advanced Yoga, Tai Chi, and our newest additions, Line Dancing and our Indoor Walking Club. Our various physical fitness classes continue to grow in participation.

Our social activities include but are not limited to Knitting, Arts & Crafts, Hi-Lo Jack, Mahjong, Cribbage, BINGO, Oil Painting, parties, Men's Breakfast, Women's Brunch, and our newest addition; Meditation. We are now hosting computer classes with Michelle from the Library, and technology classes with students from MTTI. We continue to offer enrichment and educational programs. We have a variety of speakers come to present on topics related to but not limited to healthcare, stress management, healthy lifestyles, diabetes education, fraud prevention, amongst other topics. We offer meals on Wednesday and Thursday provided by Bristol Elder Services.

The mission of Seekonk Human Services is to ensure the well-being of Seekonk's older population and residents of any age who are in need of social services due to economic hardship, health issues, family circumstances, or personal loss. We recognize the innate worth of every person in our community and strive to respect their dignity regardless of status.

Seekonk Human Services Continued

We offer a variety of client social services to our town residents. There is no age limit as far as our social services are concerned. We have outreach workers available Monday through Friday to help with the many needs of the residents in town. Such services include, but are not limited to fuel assistance, SNAP applications, Medicare enrollment, food pantry referrals, utility assistance and Bristol Elder Services referrals.

Our newsletter is being mailed out bi-monthly and is mailed to our residents aged 65 and older, is posted on our Town website, posted in the Rehoboth and Seekonk Reporter, and emailed to those who opt for the email version. We also turn to Facebook to update our followers with upcoming activities, photos, and important updates.

Our activities and services are continuing to grow in the amount of people being served. On a monthly basis we have anywhere from 2500 to 3500 people utilizing our facility. Our client services have greatly increased and are continuing to increase in numbers. Our goal is to let the town residents know what we offer and who is eligible for particular programs.

PASTA FEST 2018

Seekonk Non-Profit Coalition raised \$4,000 by hosting the Annual Food for Fuel Pasta Fest at the Seekonk High School. Proceeds benefited residents of Seekonk in need of heating assistance. Local businesses made donations that were used in the raffle.

Seekonk Human Services Continued

THANKSGIVING 2018

Seekonk Human Services and Personal Best Karate provided 44 baskets to families in need. Outback Steakhouse in Seekonk cooked 32 meals on Thanksgiving morning to be brought to shut-ins. Wampanoag Rod and Gun Club and East Commerce Solutions donated baskets to Seekonk Human Services to distribute to those in need.



CHRISTMAS 2018

Donations were received from Bay State Street Machines, Mt. Carmel St. Vincent de Paul, and private individuals. An anonymous family made 24 turkey and ham dinners and delivered them, Martin School 3rd graders donated gifts for the seniors.

OUR STRATEGIC PLAN

One of the goals of Seekonk Human Services is to identify the needs of our elders and link them with services that will enable them to live independently in their own homes and stay connected to the community. The services and information we offer can often prevent a crisis situation.

The Human Services Council adopted a Strategic Plan in January 2011 that was revised in August of that year. This forward-looking document anticipates the expanded and changing need for programming to accommodate the aging Baby Boom population as well as expanded opportunities for programming in the new Senior Center. The Department has identified goals, objectives, and action plans in a variety of areas, including advocacy, health and wellness,

*We seek to maintain
and enhance the
quality of life of our
elder citizens by
providing
opportunities for
social interaction,
physical activity,
intellectual
stimulation,
community service,
and health clinics.*

Seekonk Human Services Continued

transportation, outreach, recreation and social, volunteerism, housing, food service, and education.

SOCIAL SERVICES

Seekonk Human Services administers the following programs to all Seekonk residents who qualify: fuel assistance through Citizens for Citizens, Friends of Friends Emergency Assistance, Salvation Army and The Good Neighbor Program; food stamps (SNAP) and Doorways Food Pantry intakes and applications; health insurance programs (SHINE); blood pressure clinics and health care coordination.

SOCIAL ACTIVITIES

We know that community partnerships are what enable us to take care of the needs of our citizens. We rely heavily on the benevolence we receive from Friends of Friends and Doorways Food Pantry. The dedicated volunteers from Friends raise the funds to provide emergency assistance to senior citizens and families. Doorways Food Pantry's continues to attract support from churches, businesses and individuals committed to feeding those in need.

GATRA provides elder transportation to doctors' appointments or shopping, with a travel companion, if necessary.

A Fire Safety Program is offered by the Seekonk Fire Department, working together with the Fire Marshal's Office and the Department of Health to distribute free smoke and carbon monoxide detectors (depending on availability) and reflective street number markers.

TRIAD was established in 1998 and joined with the Bristol County Sheriff's Department in 2004. TRIAD holds meetings for seniors on the fourth Wednesday of the month.

We help clients of all ages who need assistance with food, clothing, housing, health care, transportation, legal or tax services directly or by introducing them to a network of federal, state, and local support services.

Seekonk Human Services Continued

RESIDENTS SERVED IN FY 2019

Property Tax Work Off	11 Seniors, 796.25 Hours, \$6,370 reduction in taxes
Circuit Breaker Tax Credit	\$27,816 Total Tax Credit
Fuel Assistance Applications	268 households, totaling \$264,256.20
Meals on Wheels	88 Seniors, 7,691 Units
Emergency Assistance	31 Seniors & Families, totaling \$7,113.36
Good Neighborhood Fund	12 Households, \$3,600.00
Outreach/Advocacy	3,027 Seniors & Families
Professional Services	30 Seniors & Families
Support Services	21 Seniors & Families
Newsletter	15,000 Seniors a year
Wellness	7,612 Seniors
Recreation/Socialization	6,414 Seniors
Non-Elder Services	157 non-elders

We try to offer effective, quality services that respond to community needs, promote continuous improvement of staff skills and performance, encourage an environment of trust and honesty, and provide services that are accessible, fair, and equitable.

Seekonk Human Services Continued

OUR FAITHFUL SUPPORTERS

Friends of Friends Community Services Inc., The Salvation Army, and St. Vincent de Paul at Mount Carmel and Our Lady Queen Martyr continue to lend their support financially to those in Seekonk that need help.

Thanks to the staff at Seekonk Human Services for their continued dedication to providing quality service to all Seekonk residents: Director Brittney Faria; Assistant Director Ashley Cartwright; Community Liaison Carol Poncin; Outreach Worker Veronica Brickley; and Clerk Kimberly Mallon. Our Senior Aide Sharon Bettencourt and Coordinator Maggie Perkins has been a tremendous help to all our staff.

We would like to extend our deepest appreciation to all those who have supported Seekonk Human Services over the years. It would be impossible for us to provide all of the services we do without the help of such wonderful volunteers. Your contributions could never be repaid.

We want to take this opportunity to thank the Seekonk Police and Fire departments for their dedication and service to those in need. The Department of Public Works continues its commitment by providing manpower. We want to thank all the individuals, charitable organizations and local businesses that give their financial support and personal dedication. If we have omitted anyone, we apologize. Without you, we would not be able to serve the citizens of Seekonk.

Seekonk Human Services Continued

Thank you to:

Seekonk Police Officers Union
Seekonk Firefighters Union
Lions Club
Friends of Friends
Doorways
Seekonk Non-Profit Coalition
Seekonk School Department
Wampanoag Gun Club
Seekonk Rod and Gun Club
Stop & Shop
Starbucks
Newman YMCA
Christmas Is for Kids
Salvation Army



Thank you to the Human Services Council Christine Allen, Irene Andrews, Guy Boulay, Beverly Della Grotta, Anne Libby, Theresa McGregor and Josephine Veader) for their support of Seekonk Human Services. Thank you to our Town Administrator Shawn Cadime and our Board of Selectmen (Nelson Almeida, David Andrade, Michelle Hines, David Veira, and Christopher Zorra) for all of their support.

Sincerely yours,
Brittney Faria
Director of Seekonk Human Services

**Board of Library
Trustees**

Michael Durkay
Chairperson

Sharon Connors
Vice Chairperson

Alyssa Richard
Secretary

Ann Caldwell
Member

Lynn Cristino
Member

Catherine Capello
Member

Cynthia Corbett
Member

Peter F. Fuller
Director of Library

Seekonk Public Library

The Seekonk Public Library provides high quality library service from its facility at 410 Newman Avenue. Each year the library takes up the challenge to respond to the increasing demand for service by Seekonk residents. Through careful management and creative application of public and private resources, the library met and, in many cases, exceeded the expectations of its users in fiscal year 2019.



Seekonk Public Library remains one of the most highly used town services. The library was open a total of 2,973 hours last fiscal year. With few exceptions, the library was able to maintain its six day, sixty-hour a week schedule. The library was visited 91,435 times last fiscal year, which averages to 1,751 people per week. Approximately four thousand individuals used their Seekonk library cards in fiscal year 2019. The library also issued 820 library cards last year to first-time users.

The library continues to struggle to offer services from a deteriorating thirty-nine-year-old building with insufficient space. There is reason to hope that Seekonk will have an adequate library building in the near future. In July 2017, the Massachusetts Board of Library Commissioners (MBLC) made a tentative award of 7.3 million dollars to the Town to pay for about 48% of the total construction costs of a new library building. Seekonk was not among the first projects to be funded, so it was placed on a waiting list. Seekonk is now in seventh place on this list. We currently estimate that the MBLC will offer the Town funding in the summer of 2023. The Board of Library Trustees continues to work with an ad hoc group of private citizens and non-profit organizations in anticipation of this offer. The group is working to coordinate public support and fundraising efforts for the project.

Seekonk Public Library Continued

Seekonk Meadows, the passive recreation area adjacent to the library, began its seventh full year of operation in 2019. Thousands of people visited the Seekonk Meadows to walk its pathways, appreciate nature or to attend the concerts and other events produced by the library.

The library's primary attraction is its diverse and interesting collection of materials. Library users can choose items from a varied collection of approximately 130,000 items. This includes materials in a physical collection of over 59,000 printed items and about 23,000 electronic media items, including CDs, DVDs, and Blu-ray. The Library's investment in a variety of physical and on-line media is part of an overall effort to develop a collection reflective of the diverse needs and interests of Seekonk residents.

One of the MOST USED of our TOWN SERVICES

Seekonk Public Library in FY 2019

- Total hours open: 2,973
- Average visits per week: 1,751
- Active card holders: 5,224
- New users getting cards: 820
- Total of all items lent: 317,998
- Reference questions: 6,776
- Times the library meeting room were used: 616
- Total attendance at children & family programs: 6,644
- Total attendance at adult & teen programs: 2,032

Seekonk Public Library Continued

Seekonk Meadows, the passive recreation area adjacent to the library, began its seventh full year of operation in 2019. Thousands of people visited the Seekonk Meadows to walk its pathways, appreciate nature or to attend the concerts and other events produced by the library. The library's primary attraction is its diverse and interesting collection of materials. Library users can choose items from a varied collection of approximately 130,000 items. This includes materials in a physical collection of approximately 59,000 printed items and 23,000 electronic media items, including CDs, DVDs, and Blu-ray. The Library's investment in a variety of physical and on-line media is part of an overall effort to develop a collection reflective of the diverse needs and interests of Seekonk residents.

The library now offers library users access to over 47,000 electronic items online, including, movies, TV shows, eBooks, recorded books, and music. This large increase in the number of offerings was due to the introduction of a new on-line service, Hoopla, and an increased investment in an existing service. The number of resources available through the SAILS network also increased significantly. In addition, Seekonk library users now have increased access to the electronic resources of other library networks throughout the state.

Books and other printed materials still account for approximately two thirds of the physical collection. Electronic resources (CDs, DVDs, electronic books) account for the remaining third. In 2019, the library continued to build its collection of Blu-Ray video discs and electronic games. The library also increased the availability of downloadable e-books, magazines, audio books, and musical recordings through services such as OverDrive and Hoopla. These electronic resources are part of an overall effort to develop a collection reflective of the diverse needs and interests of Seekonk residents.

Seekonk Public Library Continued

One indication of how successful these efforts have been is that Seekonk Public Library consistently has one of the highest per capita lending rates in the state. The library circulated 236,950 items last fiscal year. Children's materials accounted for approximately thirty-six percent of this total. This total includes thousands of electronic items that people downloaded either at the library or from home.



"Shred-It Day" Free Document Shredding

Interlibrary lending continues to be a large part of the library's circulation. Many users of the library took advantage of its membership in the statewide library network to borrow or download 39,000 items belonging to other libraries. The availability of these other items is a major benefit of participation in the Massachusetts Library Network. Seekonk Public Library also lent over thirty-one thousand items to other libraries. The Massachusetts library grant formula compensates local libraries for these loans to users in other communities. Last year, the Town of Seekonk received over twenty-four thousand dollars in state aid.

The many programs and classes offered by the library were another major reason that people visited last fiscal year. Last year, the Adult Services staff produced 91 programs with an attendance of 1,693 people over the course of the fiscal year. Our popular museum passes service, covering nineteen local attractions, continued to be popular with 900 checkouts in fiscal year 2019. In addition to general technology support of library computers and related services, the library hosted regular iPad and Android Help hours in the library and continued its technology classes at the Seekonk Senior Center. Adult Services provided support for online services and collections, including the popular new service, Hoopla, for downloads of books, music, TV shows, movies, and comics, and the new mobile catalog app produced by the SAILS network.

Seekonk Public Library Continued



adults, which had a total attendance of 339 teens.

The library also offered 258 programs for children and families. These programs had a total attendance of 6,644. About three hundred children participated in the Summer Reading Program. This popular program helps to keep students reading during the summer months. Last year the library continued its outreach effort to teenagers. The library offered thirty-eight programs specifically geared to young

Various groups and organizations used the library's main meeting room 255 times last year. This was in addition to 361 times the space was used for library programs. All of these programs support the library's larger mission to promote life-long learning, childhood literacy, personal health and wellbeing, and informed public discourse.

The library has a total staff of twenty people. Eight are full-time employees and six of these are professional librarians. Sixteen members of the staff are represented by the Seekonk Library Staff Association, American Federation of Teachers, Massachusetts. In FY 2019, the Town negotiated a new collective bargaining agreement with the Library Staff Association that extended the agreement through fiscal year 2020.

All of the library staff members take great pride in the personal services they provide. Last year, the library staff provided reference assistance and individual instruction to users of all ages a total of 6,776 times. Many of these questions involved using the wide variety of electronic resources available through the library. The staff also devotes a great deal of time to assisting the people who connect their personal devices to the free Wi-Fi service at the library. Approximately 5,400 personal devices logged on to the library's wireless network last year to connect users to the internet. The public also initiated almost six thousand sessions on the library's thirty-two public computers. All of this assistance and instruction is part of a larger effort to help people become knowledgeable users and consumers of new information technology.

Seekonk Public Library Continued

The library is also working to remain in the forefront of technological innovation. The library completed the second phase of its conversion to the use of RFID (radio frequency identification)



New Self-checkout Station

technology. In FY 2019, the library used both state and local funds to purchase two self-checkout stations. RFID will allow the library to automate many routine, labor-intensive tasks. The resulting increase in efficiency will improve the quality of service offered to library users, and allow the library to keep-up with a growing demand for service in the future.

The library would not be able to fulfill its mission without the support of our community partners. A wide variety of local organizations and government agencies played a significant role in supporting our mission to inform and educate, including the Seekonk Land Conservation Trust, URI Master Gardeners, PACE Childcare, the PTOs at Aitken and Martin Schools, Newman Y, Study Memorial Hospital, the Seekonk Cultural Council, the Town Recycling Committee, the Conservation Commission, the Parks and Recreation Committee, and Historic Commission. The Board of Library Trustees wishes to thank these and all other organizations who supported the library.

Smart Memorial Trust

In October 1985, Town Meeting established the Smart Memorial Trust in the Town By-laws. The purpose of the trust is "to support the goals of the Seekonk Public Library to provide the widest possible range of informational, educational, and recreational services to all individuals and groups in the community". The members of the Board of Library Trustees serve as trustees for the Smart Memorial Trust. The Town holds and manages the trust funds. The balance of the Smart Memorial Trust as of June 30, 2018 was \$39,961.52. The library expended a total of \$380 in fiscal year 2018. These funds were used for staff training. The total income of the trust last year was \$787.10

Seekonk Public Library Continued

The library could not be the popular and effective service it is without the support of the community. The library is fortunate to have the support of many individual volunteers. Sixty volunteers worked at the library last year and they contributed 3,201 hours of service. Two non-profit organizations, the Friends of the Seekonk Library and the Seekonk Library Trust, provide additional support to the library. Money raised by the Friends supplements the basic services paid for with tax dollars.



S.T.E.M Program Rocket Launch

These popular additional services include the museum passes, family night programs, and the summer concert series. In fiscal year 2019, the Friends of the Library donated approximately \$18,000 for these and other services. The Seekonk Library Trust exists to solicit and accept donations from private sources for library purposes. The focus of the Library Trust is on addressing long-term needs of the library. Both organizations are important parts of the public-private partnership that provides quality library service to the people of Seekonk. The Board of Trustees wishes to thank both organizations on behalf of all library users for their help in making last fiscal year a truly exceptional year.

Seekonk Public Library Continued



Volunteer Appreciation Brunch

Lastly, a critical ingredient to the library's success is hearing from you about the job we are doing. We welcome your comments, complaints, and recommendations. For your convenience, the library has set up an email account, trustees@seekonkpl.org, for you to contact the Board of Library Trustees.

Respectfully Submitted,

BOARD OF LIBRARY TRUSTEES

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Jim Troiano
Vice Chairperson

Adam Petronio Jr.
Secretary

Erica Harris-Grimes
Member

Amy Petronio
Member

John Pozzi, Jr.
Director of Parks and Recreation

Seekonk Parks and Recreations

Fiscal year 2019 was another year of growth for Parks and Recreation. This past year the town approved the Directors position to go full time. This will help grow programs in town and help meet the demand with all the growth in other youth organizations. We tried to bring some community pride to parks and recreation and the community. We started with our summer camp by putting our zip code on our volunteer shirts. The kids loved the idea and embraced the idea of community spirit. Next we added some new pink ribbons on our soccer fields for the month of October for breast cancer awareness month.



Trunk or Treat continues to be a huge success. We had over 300 kids come out dressed in their Halloween costumes for this event. This was a free event to all who participated. This was the first year that we had rain on the day of this event. We were forced to move into the gym. Although this created some challenges it turned out to provide for some great opportunities to do things that we couldn't offer at an outdoor venue. The Police Department was able to bring small remote-controlled cars for the kids to try. We did ask for a donation of a can good for Doorways food pantry or a small item for the animal shelter. We collected a few boxes of can goods for Doorways and items for the animals at the shelter. What helps make this so successful was all the town departments and civic organizations that came out in support of this event.



Parks and Recreation Continued



Working with the Seekonk High School Cross Country team we held a Columbus Day Youth Race. Over 50 students from Martin Elementary, Aitken Elementary and the Hurley Middle School participated in a cross-country style race at the Seekonk High School.

This winter we had over 100 town residents participate in our ski program. This program runs for six Friday nights at Wachusett Mountain with students and chaperones from the Hurley Middle School and Seekonk High School. This program is growing to the

point that we had our first middle school bus filled in less than 24 hours of opening registration. With the overwhelming response we were able to offer a second bus. This is a great opportunity for kids who have never skied before to learn and for those who know how to ski to get out and enjoy the slopes with their friends and make new ones. This year we also took a day trip to Bretton Woods in NH.



Parks and Recreation Continued

Our summer program entered its 11th year with many changes. We started this year with a new program coordinator and new location. We decided to move the summer program from its long standing home at Aitken School to the High School. Without growing too fast we kept the program structure the same but were able to offer new classes like fishing and outdoor orientation along with other new classes. This is a two-week summer program open to all kids in Kindergarten to 5th grade.

They have a variety of programs they can sign up for and do something they like or have an opportunity to try something new. This program also offers students in the high school an opportunity to earn volunteer hours for their graduation requirement.



This past year we were able to do two major field renovations at Water Lane. In the fall we renovated the back-softball field and expanded the use of the field with three different base lengths.

Parks and Recreation Continued

This allows us to have both slow and fast pitch softball, adult softball and pony league baseball games all on one field just by adjusting the length of the base path. This is the first multipurpose field in town. This spring we renovated the Murphy Little League field. The entire infield was taken out, graded and then rebuilt. This is part of our long-term plan to improve the safety and playability of all our fields in town.



Our mission is to provide inspiration and recreation opportunities for the Town of Seekonk residents through creation and maintenance of high quality programs, facilities, and community special events. By dedication and developing diverse services and programs that promote citizen involvement and strong sense of community. With this being said Parks and Recreation will strive to increase the social, cultural, and physical well-being of its residents and generations to come.

Parks and Recreation Continued

Parks and Recreation was able to participate in many town events this past year. At each event we were able to have a craft for the kids to do as an activity. We also had some small back yard games for people to play.

We are looking to offer more activities and programs for everyone in the community. If anyone has any ideas or suggestions they would like to share with our committee we look forward to hearing from you. The Parks and Recreation Committee meets the second Monday of every month with the exception of holidays. You can always get information about what we are doing at www.seekonkrecreation.com and can always reach us at seekonkrecreation@gmail.com

Respectfully Submitted,
Seekonk Parks and Recreation Committee

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Lee Cassidy

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Brittney Faria

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Josephine Veader
Terry McGregor

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Catherine Capello
Cynthia Corbett

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Noah Escalar
Jack Vatcher

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(SRPEDD)

Steven D'Amico
Phoebe Lee Dunn

SOUTHEASTERN REGIONAL PLANNING & ECONOMIC DEVELOPMENT

JOINT TRANSPORTATION PLANNING GROUP

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Keith Rondeau
Shane Halajko
Donald Robillard
Dave Viera
Nelson Almeida

Department Directory

SEEKONK TOWN HALL

Animal Shelter	(508) 336-6633
Assessor's Office	(508) 336-2980
Building Department	(508) 336-2990
Collector's Office	(508) 336-2930
Conservation Office	(508) 336-2944
Finance Department	(508) 336-2933
Health Department	(508) 336-2950
Human Services	(508) 336-8772
Library	(508) 336-8230
Planning Department	(508) 336-2961
Recreation Department	(508) 336-0764
Town Administrator/Board of Selectmen	(508) 336-2910
Town Clerk	(508) 336-2920

PUBLIC SAFETY

Communications Department	(508) 336-8123
Department of Public Works	(508) 336-7407
Fire Department	(508) 336-8510
Police Department	(508) 336-8123

EDUCATION

School Administration Office	(508) 339-5106
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Social Media

Social media has become almost a necessity for us, in today's world. It's become so important and evolved so much, that we carry our social media with us throughout the day, on our phones. Is it important to stay connected, so why not stay connected with us?



Position/Department	Twitter Handle	Facebook Page
Town Administrator	@scadime	Shawn E. Cadime
Police Department	@SeekonkPD	Seekonk Police Department
Public Safety Communications	@SeekonkDispatch	Seekonk Public Safety Communications
Animal Control		Friends of the Seekonk Animal Shelter
Board of Health		Seekonk Board of Health
Veterans Services		Friends of the Seekonk Veterans Memorial Park
Human Services		Seekonk Human Services
Library	@seekonklibrary	Seekonk Public Library
Parks & Recreation	@SeekonkParksRec	Seekonk Parks & Recreation Department
School Department	@SeekonkPS	Seekonk Public Schools
School Superintendent	@RichDrolet	
High School	@SeekonkHS	
Principal High School	@DrWhalen3	
Hurley Middle School	@HurleyMiddle	
Principal Hurley Middle	@MsBhmsP	
Aitken Elementary	@AitkenES	
Martin Elementary	@MES_Seekonk	
TV9 Seekonk		TV9 Seekonk

Fall Town Meeting - Warrant

Spring Town Meeting - Warrant

Election Tally Sheets
